

Code of Conduct for Relations

Our Purpose

We commit our capital and engage our network towards *sustainable progress* for generations to come.

Our why

We contribute to solutions for planetary and societal challenges because we see the need, want to take responsibility and believe it's future proof thinking.

Our beliefs

We believe in the power of progress.

In results that also benefit the environment and society.

We have been doing so as a family office for 5 generations, for over 150 years now.

We invest our knowledge, experience and resources in progressive dreamers, daredevils and doers.

We stimulate innovations with an impact on the future.

We want to take our responsibility. We take on challenges and are not afraid of taking risks.

We aim for positive impact on people and planet.

We support our partners and work closely together for the long term.

We persevere, determined, sometimes stubborn, often opinionated, but always loyal and focused.

Sustainability should not be vague. We use specific criteria and strive for sustainable success.

We avoid hypes, we embrace diversification.

We don't do fame or glory.

We just do our job.

Moving forward is what we want, together,

with our capital we are committed to sustainable progress.

Strong heritage. Sustainable progress.

Our how

VP Capital is an actively engaged investor who invests from a long-term perspective. We share our knowledge and engage with our broader field about our sustainable progress and our process towards it.

VP Capital's investment policy takes into account risk, return and impact. In doing so, a clear goal has been set in terms of sustainable progress for VP Capital's investments.

VP Capital aims to invest and donate in such a way that it creates positive impact and reduces negative impact and contributes to solutions for the biggest challenges of our society and planet. We consider business to be a force for good.

We measure and want to reduce our carbon footprint taking into account our planetary boundaries and will compensate what we have not been able to reduce.

Human rights and working conditions

VP Capital expects relations to support and protect human rights - as described in the United Nations Universal Declaration of Human Rights - both in the workplace and in general in all their business activities. All employees and workers must be treated fairly, with dignity and respect.

Freedom of association and collective bargaining

Relations must recognize and respect the rights of employees to freedom of association and collective bargaining. In situations where the law restricts the right to freedom of association and collective bargaining, suppliers should give their employees the freedom to appoint their own representatives.

Forced labor

Relations should not engage in or benefit from any form of forced labor, including bonded labor, involuntary prison labor, slavery, subjugment or labour performed under the threat of punishment or compulsion. All forms of modern slavery are unacceptable.

Child labour and young employees

Relations must combat all forms of child labour. Relations may not employ children who have not reached the legal minimum age for employment or the age at which compulsory school duty no longer counts, whichever is highest. Suppliers may not employ employees under the age of 18 for work that may be dangerous or harmful to health and safety.

Anti-discrimination

Relations may not discriminate in application and appointment procedures, including access to training, promotions and rewards, on the basis of race, color, religion, gender, sexual orientation, age, physical capacities, health, political beliefs, nationality, social or ethnic origin, membership of trade unions or marital status.

Human rights and working conditions (continued)

Health and safety

Relations should ensure that the workplace or any other location where work is carried out is safe and sound. All work must be based on prior adequate risk management with implemented control measures. This includes physical, social and organisational health risks. Risks should be reduced in accordance with the following hierarchy: removal, substitution, technical control measures, administrative control measures, and as a final alternative personal protective equipment.

Salary and benefits

Relations should strive to pay all employees a salary sufficient for basic needs and a freely available income. In accordance with applicable legislation, employees should be compensated for overtime at higher than regular hourly rates. Suppliers should ensure that usual working hours and overtime are within the limits permitted by applicable laws and regulations or have been agreed in relevant collective agreements.

Environment

VP Capital requires relations to conduct their business responsibly regarding environmental risks and consequences and to take a precautionary approach.

Resources should be used efficiently and impacts on biodiversity and services from our ecosystems should be minimized.

Resources such as water and energy should be used efficiently and impacts on biodiversity and services from our ecosystems should be minimized.

Environmental legislation

Relations must have all the required permits and licences, and comply with the operational and reporting requirements of such permits and licenses.

Business integrity

VP Capital expects relations to conduct their operations in accordance with legal requirements and to adhere to internationally established standards of business ethics.

Legal compliance

Relations must comply with all applicable laws, regulations and regulations in countries where they carry out their business activities.

The fight against corruption

Relations must not be involved in corruption, bribery, extortion and embezzlement in any form, or tolerate these activities. Relations may not make or accept proposals that may lead to unfair or inappropriate benefits. Such inappropriate proposals may include cash, non-monetary gifts, pleasure trips or services and provisions of any other kind.

Business integrity (continued)

Conflicts of interest

Relations should avoid conflicts of interest that enhance the credibility of the relation within VP Capital or the trust of third parties in VP Capital.

Fair competition

Relations should respect and comply with all applicable competition laws and regulations and not engage in discussions or agreements with competitors on prices, market share or other comparable activities.

Protection of the rights and information of third parties

Relations must respect intellectual property rights and safeguard confidential information by protecting them from misuse, theft, fraud or unlawful disclosure.

Consequences

Consequences in case of violations

If relations are aware of code violations or similar standards, they should take appropriate action. Appropriate measures may include a request for corrective measures, depending on the seriousness of the violation. Persistent failure to comply with the code or repeated and unfounded refusal to provide the required information may also result in suspension or termination of relation activities.