

Code of conduct Sonic

**WORK
EFFICIENT
WORK
WITH SONIC**





CODE OF CONDUCT SONIC

At Sonic Equipment, we are dedicated to upholding high standards of social and environmental responsibility while maintaining ethical conduct. We prioritize the well-being of our employees and partners, treating them with utmost dignity and respect. Ensuring safe and healthy working conditions is one of our top priorities, and we always act fairly and ethically in all our operations. Additionally, we strive to implement environmentally responsible and sustainable practices in our business.

We strongly believe in the importance of a responsible supply chain, and we expect all employees, whether they are producers, agents, service suppliers, or any other role within our organization, to share the same values and principles as us. We consider our employees and partners integral to our collective success, and we carefully select and treat them with the respect they deserve. Our commitment to loyalty is reflected in transparent and open communication, along with ensuring on-time payment as agreed upon in our employment contracts and partnership agreements. Our ultimate goal is mutual growth and development while preserving our humanity and shared values.

To ensure harmonious collaboration, it is essential that everyone, including our partners and employees, aligns with us in terms of ethics, environmental consciousness, labor practices, and overall fair business practices. As part of this endeavor, we have established the Sonic Equipment Code of Conduct. This Code outlines a set of non-negotiable minimum standards that we expect all partners, their employees, agents, and subcontractors to uphold in their business dealings. It is the responsibility of our partners to educate their employees on these principles.

Our Code of Conduct is inspired by internationally accepted principles. We believe that by adhering to these shared values and principles, we can work hand in hand with our employees and partners to achieve success while promoting a better world for everyone.

At Sonic Equipment, we are driven by our vision to create a sustainable future and lead by example in promoting ethical practices throughout our supply chain. Together with our employees and partners, we strive to make a positive impact on society and the environment while fostering fair and responsible business practices globally.

By accepting this Global Supplier Code of Conduct, all partners and employees declare that all existing and future agreements and business relationships with Sonic Equipment will be subject to the principles contained in this document.

1. Respect Diversity, Equity, and Inclusion

We believe in treating all individuals with respect, empathy, and dignity. Discrimination, harassment, or any form of disrespectful behavior based on race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic is strictly prohibited. We encourage diversity and inclusivity in our workforce and foster an environment where everyone feels valued and empowered.

2. Integrity and Ethics

Integrity is the foundation of our business. We conduct ourselves honestly, transparently, and ethically in all interactions, both internal and external. Our commitment to integrity means that we avoid engaging in fraudulent activities, misrepresentation, or any behavior that compromises the trust our stakeholders place in us.

3. Workplace Safety and Well-being

We prioritize the safety and well-being of our employees, contractors, and visitors. We maintain a safe and healthy work environment by providing necessary training, equipping our facilities with appropriate safety measures, and encouraging a culture of safety-consciousness. All employees are expected to report any safety concerns promptly.

4. Confidentiality and Data Protection

We recognize the importance of maintaining the confidentiality of sensitive information. Employees are required to safeguard all proprietary and confidential information pertaining to the company, customers, partners, and employees. Data protection and privacy laws must be strictly adhered to, ensuring the responsible handling of personal and sensitive data.

5. Fair Business Practices

We are committed to fair and transparent business practices. We compete in the marketplace ethically and lawfully, respecting all applicable antitrust and competition laws. We do not engage in price fixing, bid rigging, or any other anti-competitive behavior.

6. Environmental Stewardship

We acknowledge our responsibility to protect the environment and minimize our ecological footprint. We comply with all environmental laws and regulations and strive to reduce waste, conserve resources, and promote sustainable practices throughout our operations.



7. Anti-Corruption and Anti-Bribery

We maintain a zero-tolerance policy for bribery, corruption, and unethical influence. Employees and business partners must not offer, solicit, or accept bribes or kickbacks. We do not make or receive payments or gifts that may compromise the integrity of Sonic Equipment or its stakeholders.

8. Responsible Supply Chain

We expect our suppliers and business partners to adhere to the same ethical standards we uphold. We strive to work with suppliers who share our commitment to social responsibility, environmental sustainability, and ethical business practices.

9. Whistleblower Protection

We encourage open communication and transparency within the organization. Any employee or stakeholder who becomes aware of a potential violation of this Code of Conduct is encouraged to report it through the company's designated reporting channels. Whistleblowers will be protected from retaliation, and all reports will be treated with confidentiality and investigated promptly.

10. Gifts, Entertainment, and Hospitality

Employees must exercise caution when giving or receiving gifts, entertainment, or hospitality to and from customers, suppliers, or other business partners. Such exchanges should comply with applicable laws and not compromise the integrity or impartiality of any business decision. Occasional gifts of token value or invitations to activities within reasonable limits (maximum € 90,-) are exempt from this policy.

11. Intellectual Property Rights

Respect for intellectual property rights is essential. Employees must not infringe on the copyrights, trademarks, patents, or other intellectual property of others, and any use of Sonic Equipment's intellectual property must be in accordance with company policies.

12. Social Media and Online Conduct

Employees representing Sonic Equipment on social media or other online platforms must do so responsibly and professionally. Personal opinions should be clearly distinguished from official company statements, and online behavior should align with the company's values.

13. Responsible Marketing and Advertising

Marketing and advertising materials must be truthful, accurate, and not misleading. We adhere to advertising standards and regulations to ensure the integrity of our brand and communications.

14. Export Control and Trade Compliance

We comply with all export control laws and regulations to prevent unauthorized export of products, technology, or information to restricted or prohibited destinations.

15. Product Safety and Quality

Sonic Equipment is committed to providing safe and high-quality products. Employees involved in the design, manufacturing, or distribution of products must adhere to all relevant safety standards and quality assurance protocols.

16. Alcohol and Substance Abuse

The use of alcohol or illegal substances during work hours is strictly prohibited. We promote a safe and drug-free workplace.

17. Communication and Collaboration

We encourage open communication and collaboration among employees and teams, fostering a supportive and constructive work environment.

18. Training and Awareness

Sonic Equipment provides regular training and awareness programs to ensure that all employees understand and adhere to the Code of Conduct and relevant company policies.

19. Sustainability and Corporate Responsibility

We strive to be environmentally responsible and socially accountable in our operations. Initiatives to reduce our carbon footprint, conserve resources, and promote sustainable practices are encouraged.

20. Political Neutrality

Sonic Equipment remains politically neutral and does not engage in any political activities or affiliations that could compromise its independence or impartiality.

21. Continuous Improvement

Sonic Equipment is committed to continuously reviewing and improving its Code of Conduct and related policies to ensure they remain relevant and effective in guiding our ethical conduct.

22. Supplier Code of Conduct

Sonic Equipment expects its suppliers and business partners to adhere to a code of conduct that aligns with our ethical standards and values.

By incorporating all these topics into the Code of Conduct, Sonic Equipment can demonstrate a comprehensive commitment to ethical behavior, fostering a workplace culture that prioritizes the well-being of its employees, customers, partners, and the broader community. This Code serves as a guiding document for all employees, partners, and stakeholders, ensuring the highest standards of integrity and ethical conduct throughout the organization.

ARE YOU READY?

**WORK
EFFICIENT
WORK
WITH SONIC**

SONIC EQUIPMENT BV
Component 114 - 116
1446 WP Purmerend
The Netherlands
Tel. +31 299 437 000
Fax +31 299 436 610
info@sonic-equipment.com

