

Code of Conduct

Our values, our attitude, our actions.

2022

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Introduction

We started our journey with the aim of bringing the production industry back to the Netherlands and making sustainable and fair products with impact.

The core values of Eco Concept Group are crucial for who we are and what we stand for as a company. Our mission is to make the world a bit more beautiful and to make people aware of sustainability with our stylish and qualitative fair designed products that have a local, social and ecological impact. To achieve this, we work as much as possible with recycled, upcycled and biobased materials from Europe and production facilities in The Netherlands.

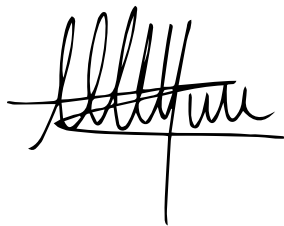
Transparency and independent validation throughout our supply chain plays a crucial role in this to be credible and inspire others to join us. We are committed to encouraging our market to make a positive ethical, social and environmental impact as we do.

We strive for our entire supply chain to commit to our values. That is why we have developed a Code of Conduct in which we want to clarify our expectations towards our suppliers.

Our code of conduct sets out the values to which we aspire. In addition, we focus on a number of components of the Sustainable Development Goals of the United Nations. Which we have also included these in this Code of Conduct.

Only together we can make a positive impact. There is no mapped out and simple route. By sharing knowledge, cooperate, being creative, but above all being honest and transparent, we can make a difference together.

Marleen Gulden
Founder

A handwritten signature in black ink, appearing to read 'Marleen Gulden', with a long vertical line extending downwards from the end of the signature.

Code of Conduct

We value for long-term partnerships and have as our goal to make our partners grow together with us in a sustainable way. This is possible if our partners are transparent, want to share knowledge, do their utmost to improve the supply chain, guarantee consistent quality and work towards certifications to ensure this.

Our Supplier Code of Conduct demonstrates our values and is an integral part of our company. It shows what we believe to be the right way of doing business. We expect our suppliers to commit to this Code of Conduct, comply to our ethical standards and that this is part of the daily management process of the company.

◦ Safe and healthy working environment

Just as Eco Concept Group considers it is very important that the working environment is safe and familiar for all employees, we have the same expectation for our suppliers. We are convinced that all injuries and occupational illnesses are preventable. We offer our employees a safe working environment, with the aim of preventing forms of injuries and/or illnesses within the workplace. Our suppliers must also provide a safe and healthy working environment for their employees, which must comply with all laws and regulations.

◦ Ethics and Respect

At Eco Concept Group we are committed to conducting our business cases according to the highest ethical standards and in accordance with all applicable laws. We work hard to be and remain a respected part of the society. We expect our suppliers to comply with all rules and laws in this area. In addition, we treat our suppliers with the greatest respect and expect the same in return.

One of our core values is respect for people. We treat all our employees and partners with respect, dignity and professionalism. In this way, we are able to create an environment where people hopefully can contribute and excel. We assume that all our suppliers respect all human rights (of the UN). Eco Concept Group will never tolerate the use of child labor, forced labor, harassment, abuse or human trafficking in its or its suppliers' business activities.

○ Diversity & inclusion

We value each individual's unique contribution to our organization. We achieve more when people from different backgrounds and with different talents and ideas work together in an environment where they can all contribute and make full use of their talents. We expect from our suppliers to promote diversity and inclusiveness through-out the supply chain.

○ Working hours and wages

The supplier shall ensure that fair wages are paid to all employees. This means that wages are paid on time and in accordance with legal requirements. Employees also receive the same pay for the same work. In all circumstances, a living wage must be paid on a monthly basis and in the name of the individual doing the work. Suppliers shall not require employees to work more than the regular and overtime hours allowed by the law of the country where employees work. Overtime hours must be compensated at all times at the rate legally required in the country of manufacture.

○ Privacy

Eco Concept Group continuously strives to protect the privacy of our customers. It is more important than ever to understand the rights and obligations of individuals and organizations with respect to personal and customer information. Eco Concept Group expects all suppliers to comply with relevant legislation and to ensure the privacy and security of all data relating to Eco Concept Group, our customers and our business partners.

○ Environmental management and transparency

Since its inception, Eco Concept Group has focused on making an ecological impact. This is done by saving water, reducing CO2-emissions and energy use with upcycled and recycled products. In addition, Eco Concept Group aims to produce locally (in The Netherlands) as much as possible, to work together with social enterprises and to give back to the earth what we have used by planting trees. We expect our suppliers to commit to a similar vision in which a positive ecological impact is made in some way.

Material suppliers:

- Are transparent about the origin of their raw materials. At least 80% must originate from Europe.
- Always use materials that are based on recycled content, upcycled content, organic or bio-based.
- Are 100% transparent about the amount of recycled and bio-based content. This must be certified with ISO certifications and/or Global Recycled Standard certification and/or USDA certification and/or GOTS certification.
- The recycled materials must contribute to a reduction in the environmental impact of the product.

Suppliers monitor their:

- o Carbon footprint
- o Toxicity
- o Water usage
- o Energy usage
- o Amount of waste

We support the development of innovative inventors in the field of new sustainable materials. Materials that contribute to a positive impact on the environment by reducing waste, lowering the carbon footprint, reducing waste and using less water. Therefore, we give these pioneers the opportunity to develop their products through our company even though not all environmental measurements and Life Cycle Analysis are yet available. We know from experience that in an initial phase, this cannot always be done while sustainability is in the DNA of the compa. We try to stimulate these companies to make their impact measurable.

Sustainable Development Goals

The SDGs (Sustainable Development Goals) are seventeen goals to make the world a better place in 2030. The SDGs were agreed by the countries affiliated with the United Nations (UN), including the Netherlands. The goals were established based on global input from organisations and individuals.

The Sustainable Development Goals started in 2015 and run until 2030. They are a global compass for challenges such as poverty, education and the climate crisis. They are the successors to the Millennium Goals, which ran from 2000 to 2015. Behind the seventeen goals are hundred sixty-nine targets. These make them even more concrete.

To achieve our sustainable and social mission, we have looked at how we can implement the SDGs in our organization. We have selected three goals that we can influence the most and that will have the greatest impact.



Future:

Despite the short period of our existence (since June 2019), we have already achieved a number of goals. However, we still have of course areas for improvement and development.

In the first three years, for example, we focused on sourcing the right material and production partners. The origin, production facilities and measurability of the impact of our materials played an important role here, along with Life Cycle Analyses and certifications of these materials such as Global Recycle Standards and ISO certifications. We have also tested several local production facilities in the Netherlands where we now work closely with two established partners to ensure quality and continuity. In addition, we started the process (in 2021) of becoming a certified B Corporation in Q2 of 2022.

A number of points for development and objectives for the next three years is to certify our production facility in Nieuw-Beijerland ISO2600, ISO14001 and ISO9001. Despite the fact that we do use the ISO guidelines, we have focused on the above components in the past three years. Because we simply cannot realize everything at once.

In addition, we have not yet been able to calculate the environmental impact of our production locations. Because this is where the smallest impact and improvement can be made in the entire process, we have included this as a focus point for the next two years.



GOAL 10 - Reduce inequalities

Too much of the world's wealth is held by a very small group of people. This often leads to financial and social discrimination. In order for nations to flourish, equality and prosperity must be available to everyone - regardless of gender, race, religious beliefs or economic status. When every individual is self sufficient, the entire world prospers.

10.2. Promote universal social, economic and political inclusion

By 2030 we empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Social entrepreneurship is one of our most important core values. We strive for this by joining forces with impact-driven makers. Together with them we work on diversity, inclusiveness, job satisfaction and opportunities for everyone.

For us, sustainable entrepreneurship is not only about ecological impact, but also about social impact. We can only grow sustainably if these components are in balance.

Our goal for the future is to further expand our studio in Nieuw-Beijerland and to become a social enterprise. Where we can create an inclusive society where newcomers and people with a distance to the labor market can contribute creatively with their talents. From where people have access to the job market through collaborative design and production of sustainable products for our clients.



GOAL 12 - Responsible consumption and production

Our planet has provided us with an abundance of natural resources. But we have not utilized them responsibly and currently consume far beyond what our planet can provide. We must learn how to use and produce in sustainable ways that will reverse the harm that we have inflicted on the planet.

12.5. Substantially reduce waste generation

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

We are transparent about how we work and where we get our materials from. In addition, our minimalist designs ensure that our products are timeless and non-seasonal. We only produce on demand and do not keep a lot of stock in order to avoid dead stock. Because we work locally, it is possible to switch quickly and scale up, so that we are timewise competitive with distant countries.

With our Upcycle Lab we transform “waste streams” and old materials from companies into a new product that is valuable again and often even more beautiful than before. Instead of throwing away the “waste”, this material gets a new function and contributes to a higher sustainability. Our other products are all made from recycled, organic or bio-based materials. By sharing the story of our makers and materials, we want to raise awareness about sustainability among our customers. We translate the results and impact into a customized web page, available through a corresponding QR-code.

Our goal is to create a circular product where nothing ends up in the landfill. To achieve this, we aim to have mapped out our entire waste stream by 2023. In addition, we put a lot of energy into researching new materials that retain their value after use.

We use as little packaging material as possible and thereby banish plastic.

12.6. Encourage companies to adopt sustainable practices and sustainable lifestyles

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

At Eco Concept Group we are constantly working on our materials in order to bring out the right sustainability characteristics in them. Three of our five materials have now been fully analysed by means of Life Cycle Analyses. Our goal is to calculate all our materials and have them independently validated by the end of 2022. This remains an ongoing process and sometimes succeeds better than other times because not all productries are willing to reveal their secret recipes and ingredients.

Transparency and mutual trust are essential here. We believe that you need to invest in long-term cooperation. That is why we put a lot of attention, time and knowledge into encouraging our partners to measure their impact and to certify their materials.



GOAL 13 - Climate action

Climate change is a real and undeniable threat to our entire civilization. The effects are already visible and will be catastrophic unless we act now. Through education, innovation and adherence to our climate commitments, we can make the necessary changes to protect the planet. These changes also provide huge opportunities to modernize our infrastructure which will create new jobs and promote greater prosperity across the globe.

13.3. Build knowledge and capacity to meet climate change

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

We believe that a sustainable economy is only possible in a functioning nature. Therefore we share on a daily basis the stories of our materials and makers. We do this not only through our brand name MADE out of but also through our impact label that is linked to our products. This way we try to create awareness about climate change and the role people and companies have in it.

We hope to be the first company in the Netherlands within our industry to become an official B Corps certified partner. With this, we try to stimulate other companies within and outside our sector to do business differently. In addition, we aim to have mapped out our CO2 impact by 2023 and to operate CO2 neutral by 2024.

Supplier Code of Conduct

Acknowledgement of receipt

We confirm that we have read and understand Eco Concept Group's Code of Conduct and that we are actively using this standard within our production facilities.

Eco Concept Group & MADE out of

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