



HB TRADING
— ANTWERP —

HB TRADING BVBA Human Rights and Social Policy

HB TRADING BVBA works to ensure that fundamental human rights and the dignity of the individual are respected at all times. We therefore comply with and respect all internationally recognised international rights as per the UN Guiding Principles on Business and Human Rights.

HB TRADING BVBA complies with the United Nations Universal Declaration of Human Rights and ensures that all personnel are made aware of the Declaration.

HB TRADING BVBA is aware of International Labour Organisation Conventions 138 and 146 and complies with all relevant Belgian legislation on Social Performance including but not restricted to:

- Child labour;
- Forced labour;
- Freedom of association and collective bargaining;
- Anti-discrimination;
- Health & safety;
- Violence and Harassment on the working floor,
- Discipline & grievance procedures;
- Working hours;
- Remuneration;
- Contribution to the social and economic welfare of the communities we operate in;
- General employment terms.

We will provide training to all our personnel in matters relating to this policy.

Antwerp April 14th, 2021

Boaz Lev,
Managing Partner



HB MANUFACTURING
— ANTWERP —

HB MANUFACTURING BV Human Rights and Social Policy

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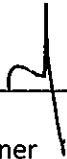
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Addendum: Guidelines for RJC Auditor

Antwerp, March 15th 2022


Boaz Lev,
Managing Partner



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Addendum: Guidelines for RJC Auditor

HB Trading BV has a dedicated HR Officer to oversee all its employee relations, procedures and the day-to-day implementation thereof.

For RJC Auditing purposes, and considering the confidential nature of much of the HR documentation, the RJC auditing team can consult with the HR Officer who will respond to any queries and provide access to any essential documentation required.