

teroz

Code of *conduct*

1. The Origin of Tero

Our mission is to design authentic experiences that foster reconnection with oneself, others, and nature, while minimizing negative impacts and amplifying positive ones.

This is our 'raison d'être'.

Tero, in Esperanto, means "earth, soil," illustrating our ambition to reconnect humans with the earth through our activities.

2. Our Values

Four values support Tero's mission.

These values are our compass, a promise we make to you, and a project **we ask you to embrace.**

Authenticity

It is essential for us to build authentic and long-lasting relationships **to grow together with our partners**, especially on **our path of continuous improvement in environmental and social terms.**

Respect

We are committed to respecting the environment in which we operate and all stakeholders (our clients, suppliers, employees, community). **We expect our suppliers to do the same within their own ecosystems.**

Commitment

We are committed to conveying our mission and ambition to become a better company for the world through all our operations by integrating our stakeholders in this journey. **This is why we choose suppliers who share our values.**

Passion

It is important for Tero that everyone finds joy and passion in their work. Every profession requires dedication, and we hope it is driven by a genuine desire **to contribute positively to the world we live in.**

3. Our Expectations

We do this by acting ethically. For Tero Group, acting ethically means respecting oneself, others, and nature.

In this commitment, Tero's partners are essential to the success of our activities. In a global economy where we are all interdependent, we are all responsible for each other.

We are committed to working with suppliers who share our values and strive to meet the social and environmental standards outlined below.

This Code of Conduct describes the standards we expect from our suppliers in terms of labor, environment, health and safety, regulatory compliance, and ethics. We expect our suppliers to comply with the requirements set out in this Code.

Tero Group's goal is to prioritize suppliers willing to engage in a process of continuous improvement.

We also expect our partners to commit and work with us to continuously improve our practices.

This Code of Conduct applies to all Tero service providers.

A. PEOPLE – Human Rights and Labour Law

*We expect our partners to act in accordance with **national and international labor laws and regulations**, to respect labor standards, and to provide a satisfactory working environment for their employees and workers. We want our partners to care for the communities and people around them.*

Minimum Standards to Meet

We expect our suppliers to adhere to the [International Labour Organization's declaration](#) on fundamental principles and rights at work as well as the principles of the [United Nations Global Compact](#).

Companies commit to:

- **Principle 1:** Promote and respect the protection of internationally proclaimed human rights.

- **Principle 2:** Ensure they are not complicit in human rights abuses.
- **Principle 3:** Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Contribute to the elimination of all forms of forced and compulsory labor.
- **Principle 5:** Contribute to the effective abolition of child labor.
- **Principle 6:** Contribute to the elimination of discrimination in respect of employment and occupation.

Additional Details:

Prohibition of Forced Labor

Our partners must prohibit all forms of forced or compulsory labor and do not tolerate child labor under any circumstances. Our suppliers must comply with applicable laws and penalize any illegal, clandestine, or undeclared work.

No Discrimination

Our partners treat their employees with respect and dignity, and do not practice or accept any form of discrimination within their establishment based on color, ethnicity, nationality, gender, sexual orientation, age, religion, nationality, or family status.

No Harassment

Our partners have zero tolerance for mental or moral harassment or any other form of abuse.

Safe and Healthy Working Conditions

Our partners must ensure they do everything possible to provide a safe and healthy working environment for their workers. They must take measures to prevent workplace accidents and illnesses and provide appropriate safety training and equipment to their employees if necessary.

Fair Compensation

Our partners ensure that their workers are compensated fairly and transparently, in accordance with local and national laws. Wages should meet the basic needs of employees.

Working Hours

Our suppliers commit to complying with laws regarding working hours and do not impose unpaid or unrewarded overtime.

Continuous Improvement Approach

We encourage you to continuously improve your practices and recommend the following improvements:

- Regularly audit and monitor working conditions of your employees and those of your partners and suppliers.
- Set social goals for your company and/or initiate a diversity plan.
- Start an evaluation of your practices through the B Impact Assessment, with a particular focus on governance, workers, and community topics.

B. PLANET – Environment

We expect our partners **to commit to protecting the environment and to do their best to minimize their environmental impact.**

Minimum Standards to Meet

Respect the social principles of the [United Nations Global Compact](#).

Companies commit to:

- **[Principle 7](#)**: Support a precautionary approach to environmental challenges.
- **[Principle 8](#)**: Undertake initiatives to promote greater environmental responsibility.
- **[Principle 9](#)**: Encourage the development and diffusion of environmentally friendly technologies.

Additional Details:

Environmental Protection

Our partners must adhere to applicable environmental standards and minimize their impact on the environment by adopting more responsible practices.

Waste Management

Our partners must manage their waste effectively by reducing, reusing, and recycling as much as possible.

Emissions

Our partners commit to implementing an environmental management system to monitor and reduce their greenhouse gas emissions and other air pollutants in accordance with applicable environmental standards.

Water and Energy Consumption

Partners must use water and energy resources efficiently and adopt conservation practices

Continuous Improvement Approach

We encourage you to continuously improve your practices and recommend the following improvements:

- Regularly audit and monitor environmental practices of your partners and suppliers.
- Set environmental goals for your company.
- We suggest conducting an initial Maturity Assessment using our own carbon management platform [via this link](#).

C. PROFIT – Governance and Business Ethics

We expect our partners to commit **to conducting their business activities with transparency and in an ethical manner.**

Minimum standards to be met

- **Principle 10:** Fight Against Corruption in All Its Forms, Including Extortion and Bribery.

Some clarifications:

Anti-Corruption

Our partners commit to complying with applicable laws and regulations related to anti-corruption and not engaging in corrupt practices, including bribes, kickbacks, or any other undue advantages, directly or indirectly. Our partners also commit to implementing effective preventive measures to detect and prevent any illegal or inappropriate activity related to corruption.

D. Other Standards of Conduct

Confidentiality and Intellectual Property

Our partners commit to respecting the confidentiality of information and protecting the company's intellectual property. They must not use or disclose this information to third parties without the company's written authorization.

Supply Chain Management

Our partners must commit to following the principles of responsible supply chain management and promoting ethical and sustainable practices throughout the supply chain.

Responsibility

Our partners are responsible for their business practices and commitments to the

company. They must be transparent, open to communication, and willing to collaborate with the company to resolve issues and improve performance.

Contact

For any questions regarding this Code or our Impact strategy, please do not hesitate to contact us at: impact@tero.be

Signature of the Code of Conduct

Name _____

First Name _____

Role _____

Company _____

Date _____