senz°

code of conduct

Introduction

People
- No forced nor compulsory labour
- Freedom of Association and Collective Bargaining
- Justice, Equity, Diversity, Inclusion and Respectful Workplace
- Working hours and overtime
- Fair compensation & benefits
- Safe & healthy workplace
- Human rights statement

Environment
- Sustainability
- Environmental impact and sustainability
- Product Safety
- Traceability
- Environmental Hazardous Substances
- Waste Management

Ethics
- Animal Welfare
- Privacy & Data Protection
- Intellectual Property
- Marginalised Communities
- Anti-corruption
- Lobbying

Compliance
- General Compliance
- Subcontracting
- Monitoring
- Non-compliance

Code Commitment

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Introduction

We believe that an umbrella or trolley
can be much more than a disposable product.
We believe it can be a statement.
A statement against a polluted world and
a statement for taking responsibility.

Dear Partner,

At senz°, we recognise that every business has the potential to create both positive and negative impacts on people, communities and the environment. That is why we are committed to integrating responsible and sustainable business practices into everything we do.

We also recognise that meaningful change cannot be achieved alone. Together with our suppliers, subcontractors, retailers and other business partners, we strive to create products and business practices that contribute positively to society and the environment. This Code of Conduct outlines the standards and principles that guide how we work together.

The senz° Code of Conduct is a mandatory and non-negotiable requirement for all partners. Throughout this document, the term “partner” refers to suppliers, subcontractors, business partners and any facilities involved in the production of products or services for senz°. We expect all partners to read, understand, sign and apply the principles described in this Code.

We are proud of what we have achieved together so far and grateful for the partnerships that have helped us get there. Through this Code of Conduct, we continue our mission to drive positive change, support industrial evolution and create high-quality, sustainable solutions that keep improving generation after generation.

Together, we can make business a force for good. This Code forms the foundation of our business relationships and is an integral part of our agreements with partners. As expectations, regulations and best practices continue to evolve, senz° is committed to regularly reviewing and improving this Code to support continuous progress throughout our value chain.

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People

No Forced or Compulsory Labour

At senz°, we believe every person deserves to be treated with dignity, respect and freedom. Forced labour, modern slavery and human trafficking have no place in our business or supply chain.

We expect all senz° partners to ensure that employment is freely chosen and that no worker is subjected to forced, bonded, indentured, prison or involuntary labour in any form.

Where recruitment agencies or third-party labour providers are used, partners are responsible for ensuring that these parties operate ethically and in accordance with applicable laws and internationally recognised human rights standards. Workers must never be recruited through deception, intimidation, coercion or financial dependency.

All workers must be free to leave their employment after reasonable notice and must not be required to surrender identity documents, passports or other personal belongings as a condition of employment.

By working together, we can help create supply chains that respect human rights and provide fair opportunities for all.

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Freedom of Association and Collective Bargaining

We believe that open dialogue, employee representation and constructive engagement contribute to healthier workplaces and stronger organisations.

Senz° respects the right of workers and employers to form and join organisations of their own choosing and to engage in collective bargaining, in accordance with applicable laws and regulations.

Our partners are expected to recognise and respect these rights and to create an environment in which workers can freely express concerns, share ideas and participate in dialogue without fear of intimidation, discrimination or retaliation.

Workers, workers' representatives and employers must be protected against interference or unfair treatment related to union membership or participation in collective bargaining activities.

Where local laws restrict freedom of association or collective bargaining, partners are expected to support alternative forms of worker representation and dialogue that uphold the spirit of these rights.

We believe that respectful engagement strengthens both people and business and contributes to long-term, sustainable success.

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Justice, Equity, Diversity, Inclusion and Respectful Workplace

At senz°, we believe that diverse perspectives drive better ideas, stronger teams and more sustainable outcomes. We are committed to fostering workplaces where people feel respected, valued and empowered to contribute.

We expect all senz° partners to provide equal opportunity throughout the employment lifecycle, including recruitment, hiring, compensation, training, promotion and career development. Employment decisions should be based on qualifications, performance and business needs.

Discrimination in any form is not tolerated. This includes discrimination based on race, colour, ethnicity, nationality, religion, gender, sexual orientation, age, disability, political opinion or any other characteristic protected by law.

We maintain a zero-tolerance approach to harassment, abuse, intimidation and any form of degrading or disrespectful behaviour. All individuals must be treated with dignity and respect.

Partners are expected to take appropriate measures to protect employees from physical, verbal or sexual harassment, threats, exploitation and unjustified discrimination, including discrimination related to marriage, pregnancy, parenthood or health status.

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Our commitment extends beyond the workplace to the way we engage with our customers. At senz°, we are committed to treating all customers fairly, respectfully and without discrimination. We strive to ensure equal access to our products, services and customer support, and to create an inclusive customer experience where different needs, backgrounds and perspectives are recognised and respected. We welcome customer feedback and use it to identify opportunities to improve accessibility, inclusivity and fairness.

We encourage workplaces where different perspectives are welcomed, where people feel heard and where opportunities are accessible to everyone.

To support this commitment, partners should regularly review their policies and practices to identify and address barriers to inclusion and equity.

Everyone shares responsibility for creating and maintaining a respectful workplace. Concerns should be reported through appropriate channels and addressed promptly, fairly and without retaliation.

Building inclusive workplaces is an ongoing journey. Together with our partners, we strive for continuous improvement and meaningful progress.

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Working Hours & Overtime

Sustainable business starts with sustainable working conditions. At senz°, we believe people do their best work when there is a healthy balance between work, rest and personal wellbeing.

We expect all senz° partners to comply with applicable national laws and regulations regarding working hours, overtime and rest periods. As a general standard, the regular working week should not exceed 48 hours.

Workers must receive at least 24 consecutive hours of rest within every seven-day period. Overtime should be exceptional, limited and voluntary, and must not become a structural part of normal operations.

The total number of regular and overtime hours worked should not exceed 60 hours per week, or the legal maximum in the country of operation, whichever is lower.

We recognise that seasonal peaks or unexpected demand can occur. In such situations, we expect partners to plan responsibly, communicate transparently and discuss structural overtime needs with senz° in advance. Overtime compensation must always comply with applicable laws and agreements.

Healthy working hours support safer workplaces, better quality and stronger long-term partnerships.

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Fair Compensation & Benefits

We believe fair compensation reflects the value people create and contributes to stable, resilient supply chains.

All senz° partners are expected to provide wages and benefits that meet or exceed applicable legal requirements, including minimum wage, overtime compensation and mandatory benefits.

Employees must receive a clear, written and understandable employment contract before starting work. This contract should outline working conditions, wages, benefits and the method and frequency of payment.

Wages must be paid on time, in full and in accordance with applicable laws and agreements. Unlawful or unfair deductions from wages are not permitted, including deductions used as a disciplinary measure.

We encourage partners to view fair compensation not only as a legal obligation, but as an essential part of building motivated teams, stable operations and long-term business success.

Safe & Healthy Workplace

Every person has the right to return home safely from work. Creating safe and healthy workplaces is a shared responsibility across our entire value chain.

Senz° expects all partners to provide working environments that are safe, hygienic and designed to prevent accidents, injuries and work-related illness. This includes identifying, assessing and managing occupational health and safety risks in a proactive and responsible manner.

Partners are expected to maintain safe workplaces, machinery, equipment and production processes, and to provide employees with the training, information and protective measures necessary to perform their work safely. Emergency procedures and first-aid resources should be clearly established and accessible, while clean drinking water, sanitary facilities and, where applicable, safe and hygienic accommodation should be available to all employees.

We encourage partners to continuously improve health and safety practices and to foster a culture in which employees feel empowered to report hazards, incidents and concerns without fear of retaliation.

A safe workplace protects people, strengthens operations and reflects the respect we owe to everyone who contributes to senz° products.

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Human Rights Statement

At senz°, we believe business can be a force for good. Respect for human rights is therefore embedded in how we operate, make decisions and collaborate with partners around the world.

We are committed to upholding internationally recognised human rights throughout our operations and value chain, as set out in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Our approach is further guided by frameworks such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

We do not cause, contribute to or tolerate adverse impacts on people. We actively work to identify, prevent and mitigate risks linked to our activities, products and business relationships. This includes a zero-tolerance approach to forced labour, child labour, human trafficking, discrimination, harassment and any form of exploitation.

We expect our employees, suppliers and business partners to uphold these same standards and to integrate respect for human rights into their policies, business practices and decision-making processes, including recruitment, procurement and risk management.

Senz° supports access to effective grievance mechanisms, enabling concerns to be raised confidentially and without fear of retaliation. Reported issues should be addressed promptly, fairly and responsibly.

Respecting human rights is not a one-time exercise, but an ongoing commitment. Together with our partners, we strive to create positive impact, drive continuous improvement and contribute to a value chain where people are treated with dignity, fairness and respect.

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Environment

Sustainability

Sustainability is an essential part of who we are and how we do business. As a company that designs products to last, we recognise our responsibility to minimise our environmental impact and contribute to a more sustainable future.

We believe sustainability is not a destination but a continuous journey of learning, innovation and improvement. Every decision we make — from design and sourcing to production and distribution — presents an opportunity to reduce our impact and create positive change.

Together with our partners, we strive to build a value chain that is more responsible, transparent and resilient. By embracing new technologies, better practices and innovative solutions, we aim to continuously improve the environmental performance of our products and operations.

We know that meaningful progress requires collaboration. By working together, we can help accelerate the transition towards a more sustainable economy and create products that future generations can continue to rely on.

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Environmental Impact and Sustainability

We recognise that every stage of a product's life cycle has an environmental impact. We therefore expect all senz° partners to actively manage and continuously reduce the environmental footprint of their operations.

At a minimum, partners must comply with all applicable environmental laws, regulations and permit requirements. This includes legislation relating to emissions, air quality, water use, water conservation, wastewater management, energy consumption, waste management, chemical handling and environmental protection.

Beyond legal compliance, we encourage our partners to pursue continuous improvement by identifying opportunities to reduce resource consumption, minimise emissions, increase efficiency and adopt more sustainable practices throughout their operations.

Environmental responsibility is a shared commitment. By working together and sharing knowledge, we can collectively reduce our impact and contribute to a healthier planet.

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Product Safety

At senz°, we design products to deliver lasting performance, reliability and quality. Product safety is therefore fundamental to everything we do.

All partners involved in the development, sourcing, manufacturing and distribution of senz° products are expected to comply with all applicable product safety laws, regulations and industry standards.

Partners must ensure that products and materials meet relevant requirements regarding safety, quality, functionality, durability, reliability and environmental performance. Appropriate processes should be in place to identify, assess and manage product-related risks throughout the product life cycle.

By maintaining high safety and quality standards, we protect consumers, strengthen trust and contribute to products that are built to last.

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Traceability

Transparency is essential to responsible business practices. At senz°, we believe that understanding where materials come from and how products are made enables better decisions, stronger partnerships and more meaningful progress towards sustainability goals.

We therefore expect our partners to support reasonable traceability throughout the supply chain and to provide relevant information regarding facilities, production locations and subcontractors involved in the manufacture of senz° products when requested. This transparency helps us identify potential social and environmental risks, address challenges collaboratively and continuously improve the integrity of our value chain.

We recognise that achieving full transparency throughout every tier of a global supply chain can be complex. Nevertheless, we expect partners to actively contribute to this process by providing visibility into their direct suppliers and subcontractors and by working with senz° to improve traceability over time.

Traceability is not simply an administrative exercise. It is a tool that enables accountability, strengthens trust and supports our shared ambition to create products that are made responsibly and designed to last.

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Environmental Hazardous Substances

We are committed to minimising the environmental and health impacts associated with the materials used in our products.

Partners are expected to understand and manage the chemical substances used in the manufacture of senz° products and to comply with all applicable legislation regarding chemical safety and restricted substances, including REACH* and other relevant regulations.

Where required by law, suppliers must maintain appropriate registrations, declarations and supporting documentation. Upon request, relevant information must be made available to senz°.

If products contain substances of concern or substances that may pose environmental or health risks, suppliers are expected to communicate this transparently and promptly.

Through responsible chemical management, we can help protect people, ecosystems and future generations.

* REACH stands for Registration, Evaluation, Authorisation and Restriction of Chemicals. REACH is adopted by the the European Union to improve the protection of human health and the environment from the risks that can be posed by chemicals.

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Waste Management

Reducing waste is an important part of responsible manufacturing and environmental stewardship. At senz°, we believe that the most sustainable waste is the waste that is never created in the first place. We therefore encourage our partners to continuously look for opportunities to prevent waste, improve resource efficiency and make better use of materials throughout their operations.

All waste generated during business activities should be managed responsibly and in accordance with applicable laws and regulations. Particular care should be taken when handling, storing, transporting and disposing of hazardous waste to minimise risks to people and the environment.

When waste cannot be avoided, we expect partners to prioritise solutions that keep materials and resources in circulation for as long as possible. Reuse, recycling and recovery should always be considered before disposal. By adopting a mindset of continuous improvement, innovation and responsible resource management, we can collectively reduce environmental impact and contribute to a more circular economy.

Responsible waste management is not only about compliance. It is about recognising the value of resources and taking responsibility for the footprint we leave behind.

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Ethics

Animal Welfare

At senz°, we believe that responsible sourcing extends beyond people and the environment. It also includes respect for the welfare of animals.

We expect our partners to ensure that any animal-derived materials used in the production of senz° products are sourced responsibly and in accordance with applicable laws and recognised animal welfare standards. Animals must be treated with care and respect throughout their lives and must not be subjected to unnecessary suffering, abuse or neglect.

Partners are responsible for understanding the origin of animal-derived materials within their supply chains and for taking appropriate measures to ensure that animal welfare considerations are respected throughout the production process.

We believe that responsible business requires thoughtful choices. By working together, we can contribute to supply chains that reflect respect for both people and animals.

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Privacy & Data Protection

Trust is fundamental to every successful business relationship. Protecting personal data and confidential information is therefore an important responsibility shared by senz° and its partners.

We expect all partners to handle personal data with care and to comply with applicable privacy and data protection laws and regulations. Personal information should only be collected, processed, stored and shared when there is a legitimate business purpose and appropriate safeguards are in place.

In addition to personal data, partners may have access to confidential business information relating to senz°, customers, suppliers or other stakeholders. Such information must be protected against unauthorised access, disclosure, misuse or loss and may only be used for its intended business purpose.

Maintaining strong standards for privacy and data protection helps build trust, protects individuals and supports long-term business relationships.

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Intellectual Property

Innovation, creativity and original thinking are essential to building products that solve problems and create lasting value. Respect for intellectual property plays an important role in protecting these efforts.

We expect our partners to respect and protect intellectual property rights, including trademarks, copyrights, patents, industrial designs, trade secrets and other proprietary information. Intellectual property belonging to senz° or third parties must not be copied, disclosed, used or distributed without appropriate authorisation.

Partners are also expected to take reasonable measures to safeguard confidential information and prevent unauthorised access to intellectual property under their control.

Marginalised Communities

We recognise that business activities can affect the lives, livelihoods and wellbeing of communities around the world. Responsible business therefore requires consideration of the social and environmental impacts our activities may have beyond our direct operations.

We expect our partners to respect the rights, resources and livelihoods of local and marginalised communities. Business activities should not contribute to the loss of access to land, water, natural resources or other essential sources of income and wellbeing on which communities depend.

Where operations may affect local populations, partners are encouraged to engage responsibly, act transparently and consider the interests of those who may be impacted.

We believe that long-term business success is closely connected to healthy, resilient communities. By acting responsibly and thoughtfully, we can help ensure that economic progress contributes positively to the people and places connected to our value chain.

Anti-corruption

Integrity is essential to building trust and maintaining strong, long-term business relationships. At senz°, we are committed to conducting business honestly, fairly and transparently.

We maintain a zero-tolerance approach to corruption in any form. We expect all partners to comply with applicable anti-corruption and anti-bribery laws and to conduct their business activities with integrity and professionalism.

Bribery, extortion, facilitation payments, kickbacks and any other improper attempts to influence business decisions are not acceptable. Partners must not offer, request, provide or accept anything of value that could improperly influence a business decision or create an unfair advantage.

Business decisions should always be based on objective criteria such as quality, performance, value and long-term partnership considerations. Accurate records should be maintained to support transparency and accountability.

Acting with integrity strengthens trust, protects reputations and contributes to a business environment in which fair competition can thrive.

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Lobbying

At senz°, we believe that positive impact should come from responsible products, meaningful innovation and ethical business practices.

For that reason, senz° does not engage in lobbying activities and does not seek to influence public policy, legislation or regulatory decision-making through direct or indirect lobbying efforts. We do not make political contributions, fund lobbying organisations or engage third parties to lobby on our behalf.

We expect our business activities and relationships to reflect the same commitment to transparency, integrity and accountability that guides all other aspects of our operations.

Should our activities evolve in the future, any engagement relating to public policy or advocacy would be conducted openly, responsibly and in full compliance with applicable laws and regulations.

We believe that trust is earned through actions. By focusing on responsible business practices and creating products that make a positive difference, we aim to contribute to society in a transparent and constructive way.

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Compliance
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General Compliance

At senz°, we believe that responsible business is built on trust, accountability and a shared commitment to continuous improvement. This Code of Conduct outlines the standards that guide our decisions, our partnerships and the way we do business.

We expect all senz° partners to understand, respect and actively support the principles and requirements described in this Code. Compliance should not be viewed solely as meeting minimum requirements, but as an ongoing effort to strengthen social, environmental and ethical performance throughout the value chain.

In addition to this Code of Conduct, partners are expected to comply with all applicable laws, regulations and relevant industry standards in the countries where they operate.

Where differences exist between this Code of Conduct and local laws or regulations, the standard that provides the highest level of protection for people, communities, animals or the environment should be followed whenever legally possible. We encourage partners to openly discuss any challenges, conflicts or uncertainties so that solutions can be identified collaboratively.

By working together with transparency and mutual respect, we can continue to raise standards and create lasting positive impact.

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Subcontracting

Transparency and accountability are essential to maintaining responsible supply chains. Because the actions of subcontractors can directly affect the integrity of our products and operations, we expect the same standards to be applied throughout the value chain.

Partners may not subcontract activities related to senz° products without prior approval from senz°. This enables us to understand where and how products are being manufactured and helps ensure that the standards outlined in this Code of Conduct are consistently applied.

Where subcontracting is approved, partners remain responsible for ensuring that subcontractors understand and comply with the requirements of this Code. We encourage partners to work closely with their subcontractors to promote responsible business practices, continuous improvement and transparency.

Our goal is not simply to monitor compliance, but to strengthen the entire value chain through shared responsibility and collaboration.

Monitoring

Continuous improvement begins with understanding performance. Monitoring and assessment help us identify opportunities, address challenges and ensure that the commitments described in this Code are translated into practice.

Senz° reserves the right to assess compliance with this Code of Conduct through reasonable and appropriate review processes, including audits conducted by senz° or mutually accepted independent third parties. Any such assessments will be carried out in a manner that respects confidentiality, applicable laws and the normal operation of business activities.

We view monitoring as a tool for learning and improvement rather than simply a control mechanism. Open communication and transparency during assessment processes help build trust and support long-term progress.

Any information obtained through monitoring activities will be handled responsibly and in accordance with applicable privacy, confidentiality and competition laws.

Together with our partners, we aim to create a culture of accountability, transparency and continuous development throughout the supply chain.

Non-Compliance

We expect all partners working with senz° to read, understand and comply with the principles and requirements set out in this Code of Conduct.

Where concerns or instances of non-compliance are identified, our preferred approach is to work collaboratively with partners to understand the root causes and implement appropriate corrective actions. We believe that meaningful improvement is often achieved through dialogue, commitment and shared responsibility.

Partners may be asked to develop and implement corrective action plans within an agreed timeframe. senz° may monitor progress and provide support where appropriate to help achieve sustainable improvements.

However, certain violations are incompatible with our values and commitments. Serious breaches involving issues such as forced labour, child labour, corruption, severe human rights violations or conditions that pose an immediate risk to health and safety may result in immediate action, including suspension or termination of the business relationship.

Where required by law, senz° may also report serious violations to the appropriate authorities.

Our objective is always to promote responsible business practices and continuous improvement while protecting people, communities, the environment and the integrity of our value chain.

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Code Commitment

Code Commitment

At senz°, we believe that responsible business is built through partnership. The commitments described in this Code of Conduct reflect our shared ambition to create products, relationships and supply chains that contribute positively to people, communities and the environment.

By signing this Code of Conduct, we confirm that we have received, read and understood its contents and commit to applying its principles throughout our operations and business activities.

We confirm that we are aware of the laws and regulations applicable to our organisation and that we will operate in compliance with those requirements. Where opportunities exist to go beyond legal compliance and further support the principles described in this Code, we will strive to do so.

We recognise that sustainability, ethical conduct and responsible business practices require continuous improvement. We therefore commit to maintaining an open and constructive dialogue with senz° and to addressing concerns, risks and opportunities for improvement in a transparent manner.

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We understand that senz° may periodically review and update this Code of Conduct to reflect evolving expectations, legislation, industry developments and sustainability priorities. We are committed to reviewing and implementing relevant updates as part of our ongoing partnership.

By signing below, we affirm our commitment to the values and principles described in this Code of Conduct and our shared responsibility to make business a force for good.

Date: Last updated: 29th of October 2026

Compamy Name: senz°umbrellas B.V.
Location: Etten-Leur (NL)

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