



Promocorp

Statement of Endorsement of International
Sustainability Principles

1. Introduction

Promocorp BV and its subsidiaries (hereinafter: Promocorp) are active in the development, production and distribution of promotional products. From our sense of corporate social responsibility, we strive to conduct our activities in an ethical, transparent and sustainable manner, with respect for people, the environment and society.

This statement confirms Promocorp's formal and public endorsement of internationally recognised sustainability principles.

2. United Nations Global Compact

Promocorp endorses the ten principles of the United Nations Global Compact (UNGC) in the areas of:

- Human rights
- Labour standards
- Environment
- Anti-corruption

Promocorp commits to integrating these principles into its strategy, policies and daily business operations and to applying them throughout the entire group and relevant parts of the value chain.

3. ILO Core Labour Standards

Promocorp endorses the Core Labour Standards of the International Labour Organization (ILO), including:

- Prohibition of child labour
- Prohibition of forced and compulsory labour
- Equal treatment and non-discrimination
- Freedom of association and the right to collective bargaining

These standards form the basis of Promocorp's labour and human rights policy and apply to all employees and, where possible, to business partners.

4. OECD Guidelines for Multinational Enterprises

Promocorp recognises and endorses the OECD Guidelines for Multinational Enterprises as a framework for responsible business conduct. These guidelines support Promocorp in:

- Ethical and transparent business practices
- Responsible supply chain management
- Identifying and mitigating risks related to human rights, the environment and integrity

The OECD Guidelines are integrated into Promocorp's policies on business ethics and sustainable procurement.

5. Implementation and Governance

The endorsed principles are embedded in Promocorp's policies, including:

- Environmental policy
- Labour and human rights policy
- Code of conduct and whistleblower policy
- Sustainable procurement policy

Promocorp's management is responsible for the implementation, compliance and periodic evaluation of these principles.

6. Publication and Validity

This statement is publicly available and applies to the entire Promocorp Group. It is periodically reviewed to ensure continued alignment with international standards.

On behalf of Promocorp BV (Group)

Location: Enschede

Date: 2 January 2026

Name: Robin Vogel

Position: Management Board, Promocorp BV



Signature: