

CODE OF CONDUCT

CORPORATE SOCIAL RESPONSIBILITY

About Sonic Equipment

Sonic Equipment is a highly experienced specialist in the development and production of professional hand tools and storage solutions. With accumulated knowhow and expertise, Sonic has been winning increasing reputation for its quality tools, tool boxes and other related products.

Mission

Our mission is to grow confidence in technical services. We therefore create and supply high quality tools and storage solutions that improve the efficiency, image, ergonomics and productivity of any professional world wide.

Culture

Through our cultural values we deliver efficiency, style and quality to professionals who want to do their job best. We are best described as 'no nonsense', 'focused', 'passionate' and 'together'.

Code of conduct

These are the basic principles of Sonic Equipment;

- to act in accordance with the laws and legal systems of each country with which business is conducted.
- adhere to applicable guidelines and internal business rules

If an employee of Sonic Equipment violates these basic principles, disciplinary action will be taken regardless of legal sanctions.

Respect, honesty and integrity

All employees working at Sonic Equipment are expected to respect the personal dignity, privacy and rights of each individual. Collaboration is part of the DNA of our organization and there is therefore no room for distinction based on age, culture, religion, skin color, sexual orientation, ideology or gender. Sonic Equipment does not tolerate any form of discrimination, sexual harassment or other personal attacks on individuals. These principles apply to both internal working conditions and the way in which Sonic cooperates with external partners.

Competition law and cartel formation

In the interest of all businesses and consumers, free and fair competition is protected by the relevant competition and cartel laws. All people who work with or for Sonic are obliged to adhere to the rules and fair competition. Although country specific regulations make it difficult to assess issues, awareness is important. That is why Sonic employees are not allowed to:

- talk to competitors about prices, tenders, profits, profit margins, costs or other factors influencing competition.
- agree with competitors not to compete to limit business transactions with suppliers
- to submit false tenders or;
- to distribute customers, markets, areas or product lines

Corruption

Corruption encourages decisions that are based on incorrect grounds. It prevents progress and innovation, distorts competition and is harmful for society.

Sonic Equipment wins its customers based on its unique selling points; style, quality and efficiency. In no case by granting unlawful favors to others. Every offer, every promise, every gift or any donation

must correspond to the applicable guidelines and instructions of Sonic Equipment. The basic rule is that any impression of unfairness or impropriety must be avoided.

In addition, no employee may use his or her positions to request, accept or obtain unjustified favors. This does not apply to occasional gifts or symbolic value or invitations to activities within reasonable limits (a maximum of €90).

Suppliers

Similar to Sonic's own values, suppliers are expected to obey laws, reject corruption, respect employees' human rights, abide by laws relating to child labor, and take responsibility with regard to safety, health and environment. Moreover, we also expect a careful choice of suppliers in their supply chain.

Environment

Sonic is responsible for continuously improving the environmental friendliness of its products, for reducing its emissions and for reducing the pressure on natural resources.

Quality

In terms of quality, Sonic has set itself the goal of meeting the specific requirements of its clients and the requirement laid down in legislation and regulations and the ISO 9001:2015 standards.

Health and safety

Sonic Equipment and all people working at Sonic are jointly responsible for safe and healthy working conditions. A healthy and safe workplace helps to prevent accidents and to prevent staff from becoming ill or unable to work.

A health and safety risk assessment (RI&E) is carried out every 5 years. When carrying out the RI&E, the work, safety and health risks, among other things, are recorded with regard to the work to be performed by the employees. The RI&E contains a description of risks with the associated risk mitigation measures in place.

Employees are required to:

- use and store work equipment and personal protective equipment correctly
- use and not remove security devices attached to work equipment
- participate in information and education
- report safety and health hazards directly to the manager
- support other experts if necessary

In the event of gross negligence or willful reckless behavior on the part of the employee, disciplinary action will be taken.

Accidents, unsafe situations and/or actions must be reported by completing an incident report, with the aim of preventing such reports/accidents in the future.

Serious accidents are reported by management to the inspectorate SZW.