

Code of conduct – Stone nv

Introduction

This Code of conduct applies to our business partners, who we expect to act in line with it. We also require our business partners, e.g. suppliers, to impose these requirements with their sub suppliers etc.

The Stone code of conduct is one of the ways we put our values into practice. It is built around seven specific core themes which are priority issues within International Corporate Social Responsibility. The requirements stated in the Stone code of conduct is based on United Nations' Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Multinational Enterprises and the ILO's fundamental labor standards.

I. General requirements

The business partner shall acknowledge, accept and sign the requirements as stated in this Code of Conduct. We expect the business partner to do the utmost to achieve our standards. We also put great emphasis on transparency and we expect communication to be open, truthful, complete, timely and not in any way misleading.

If the business partner does not comply or show unwillingness to take corrective actions as agreed upon, it will ultimately end the business relationship.

Any material breaches of this Code of Conduct must immediately be reported to Stone nv.

Stone nv or by Stone nv chosen third party reserve the right to make announced- or unannounced inspection visits at business partner for audit purposes and expect to get access to premises and personnel.

II. Legal requirements

We expect our business partner, in all their activities, to follow the national laws in the countries in which they operate. Should any requirement in this Code conflict with the national law in any country or territory, the law must always be followed. The requirements in this code of conduct may go beyond the requirements set out in national law.

III. Ethical, environmental and social requirements

1. WORKERS' RIGHTS

Every employee shall be treated with respect and dignity. No use of humiliating or physical punishment is accepted, and no employee shall be subject to physical, sexual, psychological or verbal harassment or abuse.

No employee shall be discriminated against in employment or occupation on the grounds of sex, race, color, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease or disability.

All employees are entitled to a written employment contract, in the local language, which includes the terms of employment

Gender-based violence or harassment including sexual harassment will not be tolerated.

2. CHILD LABOR

Stone nv shall not accept any shape or form, including worst forms, of child labor.

The business partner shall comply with the national minimum age for employment, or the age of completion of compulsory education and shall not employ any person under the age of 15. For mining processes the business partner shall not employ any person under the age of 18.

3. FORCED LABOR

Stone nv does not accept any form of forced labor under any form such as: slavery created by birth, guilt, human trafficking,.. , coercive slavery, working under force in unhuman circumstances or labor, prisoners of war camps

4. LIVABLE WAGE/WAGE DISCRIMINATION

Equal work, equal value. Payment of wages need to meet the basic needs of workers and their families. We expect our business partners to ensure that a living wage is being paid within a reasonable period of time. A living wage as 'a wage that is sufficient to provide for the basic needs of a family of average size in a particular economy'. This means that a worker can in any event afford meals, rent, healthcare, education, clothes and transport and, at the same time, is able to save.

In any other way the business partners must take responsibility.

5. FREEDOM OF ASSOCIATION

Failing to respect the right of workers to establish or join trade unions or representative organizations of their own choosing and have trade unions and representative organizations of their own choosing recognized for the purpose of collective bargaining;

Failing to engage in constructive negotiations, either individually or through employers' associations, with such representatives with a view to reaching agreements on terms and conditions of employment shall within local or regional government rules

Both cases are not tolerated.

6. SAFETY AND HEALTH

Anywhere in the world workers are entitled to have a safe and healthy workspace. In our trade the risk of unsafe and unhealthy employment is high, the prospect of serious diseases , related to their occupation, undeniable. Therefore Stone nv will oversee, and where possible intervene and ensure that the business partner adapt the working area.

7. LAND RIGHTS AND ENVIRONMENT

In many countries there is not an adequate protection under national laws nor any legal organism/mechanism to uphold land rights. Business partners who proceed to illegal land expropriation in order to be able to mine aren't welcome.

Land and land use rights are a human rights issue because of their direct relationship with the right to food, water and a clean living environment

We expect our business partner to guarantee that any materials used and products produced do comply with legislation and regulations regarding the protection of the environment. Especially air, soil and water pollution poses a health risk to communities in the vicinity of natural stone quarries.

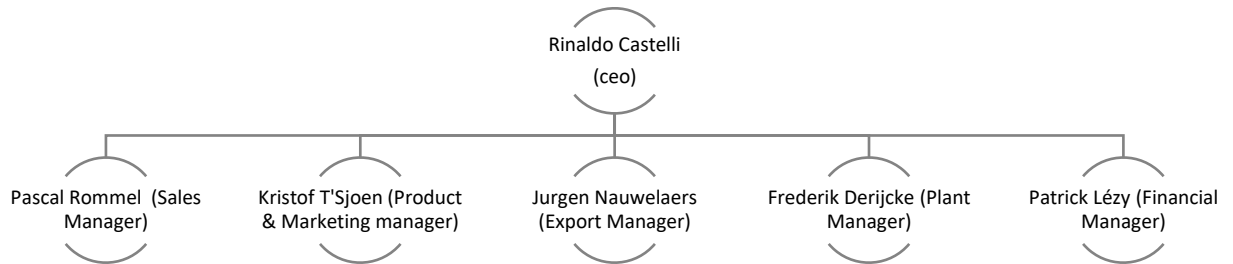
The business partner must have the relevant environmental permits and licenses for its operations.

On request, the business partner shall provide applicable data for product information, safety datasheets etc.

Stone nv and its business partners shall actively minimize the logistic impact on the environment, within reasonable means.

Stones business partners must also ensure that mining is done in a sustainable manner; with respect for human, nature and culture.

IV. International CSR Policy



V. Reporting non-compliance

This Code of Conduct and operating procedures are intended to prevent and detect improper or illegal activities. Any breach against this Code of Conduct, shall be reported to Stone nv open or anonymous:

STONE NV – Grote Steenweg 13 B-9870 Olsene - +32(0)9 388 91 11 – info@stone.be

Stone nv a member of the TruStone Initiative. The TruStone Initiative has its own complaint and dispute mechanism. Workers or parties adversely affected by [name company] or its business partners may also lodge a complaint with the committee. The Complaints and Disputes Committee will issue a binding ruling.

Complaints can be submitted to the committee via: complaints@internationalrbc.org

Olsene,

Stone nv

BUSINESS PARTNER [PLACE, DATE]

[name]