



MIKO GROUP – HUMAN RIGHTS POLICY

MIKO is committed to upholding, respecting, supporting and implementing the principles underlying universal Human Rights throughout our Group. In this respect, MIKO recognizes that – within its sphere of influence – it has a role to play in relation to respecting Human Rights as well as in remedying any areas to the extent abuse would be identified or suspected. Therefore, the content of this Human Rights Policy applies to all companies that are part of our Group and sets out our key values towards our colleagues, employees and business partners.

MIKO abides by the letter and the spirit of the United Nations Declaration of Human Rights, the eight Fundamental International Labour Organisation Conventions for the protection of Human Rights and Fundamental Freedoms and other international human rights treaties containing internationally recognized standards to be respected by organisations in the conduct of their business.

Respecting Human Rights throughout our Group, includes our commitment to identify, prevent and mitigate any adverse human rights impact resulting from or caused by our business activities.

Besides our key commitments on this topic which are outlined on the next page of this policy, MIKO equally conducts its business in accordance with the 10 core principles of the United Nations Global Compact, more information on which can be obtained through <http://www.unglobalcompact.org>, being:

HUMAN RIGHTS

- Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2 make sure that they are not complicit in human rights abuse.

LABOUR

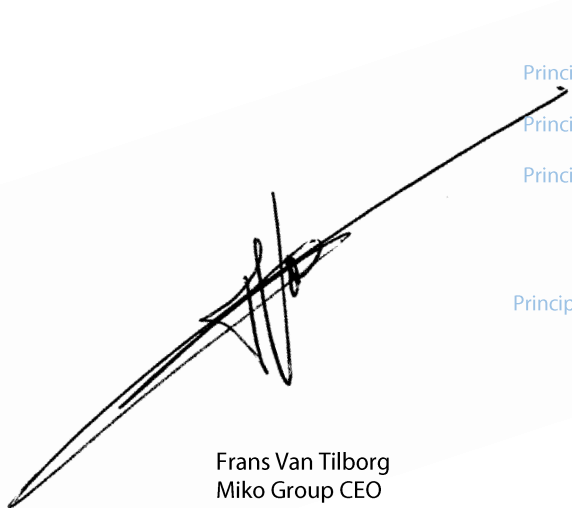
- Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4 the elimination of all forms of forced and compulsory labour;
- Principle 5 the effective abolition of child labour; and
- Principle 6 the elimination of discrimination in respect of employment and occupation

ENVIRONMENT

- Principle 7 Businesses should support a precautionary approach to environmental changes;
- Principle 8 undertake initiatives to promote greater environmental responsibility; and
- Principle 9 encourage the development and diffusion of environmentally friendly technologies

ANTI-CORRUPTION

- Principle 10 Businesses should work against corruption in all forms, including extortion and bribery



Frans Van Tilborg
Miko Group CEO



MIKO GROUP – KEY COMMITMENTS

Right to equal opportunity and non-discrimination

MIKO values the diversity of people with whom we work and the contributions they make. We have a commitment to equal opportunity and intolerance in relation to any (form of) discrimination and harassment.

MIKO is dedicated to maintain a working environment which is free from discrimination or harassment based upon race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other states protected by applicable legislation.

Recruitment, hiring, training, compensation and further growth within the companies belonging to our Group, is based upon skills, qualifications, experience and performance.

Opposition to any form of forced labour or child labour

We prohibit the use of any and all forms of forced labour, including prison labour, bonded labour, military labour, slavery and any form of human trafficking.

We do not engage in any form of child labour, i.e. employing a person under 15 years of age or higher under applicable legislation, and we prohibit the hiring of individuals under the age of 18 for positions requiring hazardous work.

Opposition to bribery and extortion in any form

MIKO strongly opposes and shall not participate in any form of bribery, corruption or extortion in any way whatsoever.

Right to security and a safe and healthy working place

MIKO has committed itself to provide a secure, safe and healthy working environment, thereby – at a minimum – complying with locally applicable safety and health regulations and internal requirements.

We feel dedicated to create and provide a safe and productive working place by minimizing the risk of accidents, injuries and possible exposure to health risks, thereby focusing on continuously improving the health & safety in our workplaces by remediation of issues, identifications of hazards and providing safety trainings.

Rights of employees, freedom of association and collective bargaining

We cherish and appreciate the people that are willing to contribute to our Group and respect their employee right to join, form or not to join a labour union without any fear of reprisal, intimidation or harassment. In those locations where our employees are represented by a legally recognized union, MIKO is committed to establish and maintain a good and constructive relationship and dialogue with such recognized union's freely chosen representatives and will bargain with such representatives in good faith.

MIKO employees are compensated in a competitive manner relative to the respective business division, industry and the local labour market, and we are committed to operate in full compliance with all applicable salary, benefits, working hours and overtime legislation. Furthermore, we do not engage and will not tolerate any use of corporal punishment, mental or physical coercion or verbal abuse of personnel.