



Revyve Responsible Business Conduct Policy Statement

At Revyve BV, we are committed to conducting our business with integrity, responsibility, and respect for people and the planet. As a purpose-driven ingredient company, we recognise that ethical behaviour, transparency, and social responsibility are essential to maintaining trust with our employees, suppliers, customers, and stakeholders.

This statement outlines our core commitments across ethical conduct, human rights, labour practices, diversity, and responsible sourcing. It complements our internal procedures and will be strengthened continuously as our organisation grows.

Our Commitments

Ethical Conduct & Anti-Corruption

We maintain a zero-tolerance stance on bribery, corruption, facilitation payments, and unethical business influence. Employees and partners must conduct business honestly, transparently, and in compliance with applicable laws.

Whistleblowing & Reporting

We foster an environment where concerns can be raised without fear of retaliation. Revyve is establishing confidential reporting channels for employees and stakeholders to report misconduct, safety risks, ethical breaches, or concerns related to labour or human rights.

Human Rights & Labour Standards

We are committed to upholding internationally recognised human rights and to respecting the ILO Core Conventions across our operations and value chain.

We ensure that:

- All employment is freely chosen, with no forced, bonded, or involuntary labour.
- Child labour is strictly prohibited, with age verification procedures aligned with ILO Conventions 138 and 182.
- Working conditions are safe and hygienic, with appropriate training, protective equipment, and systems to prevent accidents and ill health.
- Wages, working hours, and rest periods comply with Dutch labour law and industry standards.

Freedom of Association & Collective Bargaining

We respect the right of employees to join trade unions, engage in collective bargaining, and raise concerns without fear of reprisal.

Equality, Diversity & Inclusion

We are committed to equal opportunity, fair treatment, and a workplace free from discrimination based on race, gender, age, religion, nationality, disability, sexual orientation, or political affiliation.

Beyond this, we aim to build a diverse and inclusive culture that promotes equal access to opportunities, representation, and career development.

Responsible Sourcing & Supplier Expectations

We work with suppliers who share our commitment to ethical labour, safe working conditions, and non-discrimination. Suppliers must comply with equivalent labour and human rights standards and are expected to support traceability and transparency. Revyve reserves the right to assess supplier practices where necessary.

Continuous Improvement & Transparency

As a scaling business, we are building our systems in anti-corruption, whistleblowing, human rights due diligence, and sustainability. We will review this policy annually to ensure alignment with our mission, regulatory requirements, and stakeholder expectations.

CEO, Revyve BV

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