

CODE OF CONDUCT for preventing and combating discrimination GOODMORNING BV**Article 1 General provisions**

GOODMORNING BV is located at the address Penningweg 25, 4879 AE, Etten-Leur.

Within this code of conduct, the anti-discrimination policy of the GOODMORNING BV Company is established.

As a temporary employment agency, GOODMORNING BV is a member of the ABU (General Union of Temporary Employment Agencies) and is obliged to comply with the standards established by the ABU regarding the appropriate behaviour of its members, in order to ensure a socially responsible commercial activity. The purpose of the code of conduct is to provide clarity to GOODMORNING BV's permanent employees, temporary employees, and customers on how to prevent unfair treatment, knowingly or not, prohibited by law, based on gender, race, ethnic origin or skin colour, nationality, religion, life philosophy, political affiliation, marital status, sexual orientation, disability, and age.

GOODMORNING BV also includes:

GOODMORNING SP.ZO.O.

Al. Mickiewicza 5a
77-400 Złotów,
Poland
PL7671635189

GOODMORNING RECRUITMENT SRL

Str. Regele Ferdinand nr.5 space 5,
400110 Cluj Napoca, Romania

LPC RECRUITMENT IBERIA S.L.

Carrer Pintor Aparicio 4
03003 Alicante Spania

Code of conduct based on Dutch legislation and regulations

The premise of the Code of Conduct is to prevent and combat discrimination at the workplace and in the work environment, hereinafter referred to as the "Code of Conduct". In principle, this is provided for in Article 1 of the Constitution. GOODMORNING acts towards regular employees, temporary employees, and customers, and towards other temporary employment agencies, in accordance with the laws and regulations applicable in the Netherlands and does not discriminate directly or indirectly.

Direct discrimination involves making differences in the approach or treatment of people based on gender, race, ethnic origin or colour, nationality, religion, beliefs, political opinions, marital status, sexual orientation, disability and age. Indirect discrimination involves a difference based on a neutral criterion that disproportionately affects certain people in relation to the personal characteristics listed above, without there being an objective justification for this fact.

The prevention of conscious or unconscious discrimination

The effect of the code of conduct focuses primarily on GOODMORNING BV as a labour organization, targeting its permanent employees, temporary employees, and customers. The code of conduct has been designed to promote the implementation of the principle mentioned in the first paragraph in GOODMORNING BV's personnel policy and to provide clarity to employees, temporary workers, and clients on how conscious or unconscious discrimination can and must be prevented.

The code focuses on:

- Concretization of the principle of non-discrimination.
- Compliance with the principle of equal opportunities with regard to (potential) employees and temporary workers of GOODMORNING BV, based on GOODMORNING BV's code of conduct.

Implementation of the anti-discrimination policy

The responsibility for applying this anti-discrimination policy rests with GOODMORNING BV, as an employment and temporary employment agency. GOODMORNING BV is responsible for developing an anti-discrimination policy. In this sense, the basic principle is to always choose the most suitable candidate. Preventing discrimination against minority groups and taking action against discriminatory behaviour and racist solicitations by employers.

Communication of the code of conduct

GOODMORNING BV is committed to making the code of conduct public. Permanent employees, temporary employees and customers of GOODMORNING BV will be informed and kept up to date on the content of the code of conduct and, if necessary, will be trained on its application.

Evaluation of the code of conduct

The operation of the code of conduct will be evaluated annually.

Article 2 The prohibition of discrimination

Rejection of differentiation

In accordance with the provisions of the General Equal Opportunities Act (AWGB), the Equal Opportunities Act (Men and Women) (WGB), the Equal Opportunities (Disability and Chronic Illness) Act (WGBH/CZ) and the Law concerning equal opportunities (age discrimination) (WGBL), GOODMORNING BV rejects any discrimination based on gender, religion, personal beliefs, political affiliation, race, nationality, heterosexual or homosexual orientation, marital status, disabilities, or chronic diseases and age.

Rejection of discriminatory requests or wishes

The opinions or preferences of customers, employees or their business relationships are not valid reasons to exclude individuals. GOODMORNING BV informs its customers and potential customers, as the case may be, that it will not cooperate in satisfying any requirement or wish with discriminatory intent.

Article 3 Recruitment and selection

Equal opportunities (Principle of equal opportunities)

In the selection of temporary and permanent staff, care will be taken to ensure that everyone has an equal chance of selection. The text and images used in the advertisements must not give the impression that the potential candidates, who belong to a particular minority, have a reduced chance of selection.

Avoiding prejudice against ethnic minorities

The selection criteria are established in such a way that they do not contain direct or indirect discriminatory elements. When formulating the criteria, special attention is paid to avoiding any prejudice and/or discrimination against the candidates.

Considerations regarding the use of psychological tests

If a decision is made to subject a candidate to a psychological test, consideration will be given to the cultural bias that may exist in such tests. This is also taken into account when applying and interpreting psychological tests.

Recognition of diplomas from outside the Netherlands

Diplomas from outside the Netherlands are recognized in accordance with the equivalent Dutch diplomas.

Preferential policy in the case of vacancies

GOODMORNING BV has the legal right to apply a preferential policy regarding vacancies, exclusively for three groups: women, people belonging to a certain ethnic or cultural minority and people with disabilities or chronic diseases. However, this is allowed only if the purpose of this policy is to place people belonging to these groups in a privileged position, in order to eliminate de facto inequalities. GOODMORNING BV is not authorized to apply a preferential policy towards groups other than those mentioned above - such as men, people who do not belong to an ethnic or cultural minority group ("natives"). It is also not allowed to apply preferential policies based on other personal characteristics. Preferential policies are subject to the requirements set out in the General Equality Act and the Law on Equal Opportunities for People with Disabilities and/or Chronic Illnesses.

GOODMORNING BV is guided exclusively by the functional provisions, taking into account the legal provisions regarding the recruitment, selection and provision of temporary workers.

GOODMORNING BV informs its customers that the law prohibits cooperation for the fulfilment of requests or wishes with discriminatory intent.

GOODMORNING BV ensures that the requirements of the vacancies are conceived in such a way that they do not show any preference based on gender or age. To the extent that such a differentiation is allowed, as an exception, based on the legislation concerning equal opportunities, this reason must be explicitly stated in the job offer.

GOODMORNING BV will not ask questions during the selection stage regarding particularities of a personal nature, such as pregnancy, disability, or chronic diseases and medical history, unless this is exceptionally permitted under the laws on equal opportunities.

Article 4 Staff Policy

There must be no discrimination in the process of evaluating the performance of employees.

The criteria established to determine whether employees can participate in instructions, courses or training must be such that they do not contain direct or indirect discriminatory elements.

The criteria established for career promotion or mobility policies must be such that they do not contain direct or indirect discriminatory elements.

Article 5 Dismissals

The reasons for dismissal, or the reasons leading to the extension of an employment relationship, cannot be related to the skin colour, nationality, or ethnic origin of the employee.

Article 6 Measures for the prevention of discrimination

There must be no discrimination in the relationships we have with each other on a daily basis. At GOODMORNING BV we treat each other equally. Everyone must feel at home in the organization.

Article 8 Sanctions

Discriminatory behaviour that may fall within the relevant legal definitions may be a reason for GOODMORNING BV management to take action:

- Disciplinary measures and reporting to the police for violations of a criminal nature of the prohibitions on discrimination.

Article 9 Procedure regarding complaints

GOODMORNING BV staff are obliged to comply with the code of conduct. Discrimination complaints from employees, temporary workers and customers are always treated with the utmost care.

Complaints may have the following reasons:

- *verbal or physical challenges;*
- *communication and understanding problems;*
- *differences in cultural background or behaviour.*

Internal parties:

You can address different parts of the organization.

- the direct superior, or another superior (of a higher rank)
- colleagues, both direct and those from other departments
- the human resources or personnel department
- the trusted person
- the occupational medicine doctor.

External parties:

You can call on various parties outside the organization.

- The Police

By filing a police complaint. This can only be done on criminal grounds. You can make an appointment for this purpose by calling the phone number 0900-8844 or using the online contact form.

- Website - www.discriminatie.nl

This site shows you the direction so that you can reach, in a few steps, the right place to report a case of discrimination. You will find information about discrimination, a guide to reporting and contact details of relevant organizations.

This document has been established and approved by the board of directors of Goodmorning BV on September 6, 2022.

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