



KUBO

FOR A GROWING WORLD



SUPPLIER CODE OF CONDUCT - VERSION 2.0 - 2026

WHO WE ARE

With more than 80 years of experience, the KUBO Group provides innovative solutions for growers around the world. You will find our solutions in the countryside and in the desert. In the tundra and in the middle of the city. With the specific services that go with them, including horti software, cultivation systems, screen installations and installation technology. Wherever we are, no matter how big the challenge, we are ambitious and strive for excellence. We go for extraordinary sustainability. For example with our CO₂-negative cultivation strategy, smart energy solutions, such as heating with residual heat, to the optimal collection of condensation and rainwater. We get the most out of the minimum. Our greenhouse systems not only meet today's sustainability requirements, we exceed those of tomorrow. All for more harvest, yield and quality with less water, energy and negative CO₂ emissions.

We make sustainable growing accessible to all growers. And permanently profitable for all investors.
For a sustainable food supply. For a growing world.



OBJECTIVE

The objective of this Supplier Code of Conduct is to communicate rules and policies to our Company's suppliers in line with what KUBO believes is a socially fair and sustainable way to do business.

APPLICATION

All our suppliers of goods and services (hereafter referred to as 'Suppliers') are expected to comply to the Supplier Code of Conduct. Suppliers have their own responsibility to perform their work with honesty and integrity in areas not specifically addressed by this Supplier Code of Conduct.

KUBO ensures that all Suppliers are provided with a copy of this Supplier Code of Conduct. Supplier shall confirm acceptance of this Supplier Code of Conduct by returning a signed copy of this policy or by submitting written confirmation via e-mail to KUBO. Supplier is also responsible for ensuring that its own suppliers, subcontractors, and business partners comply with the principles set out in this Code. KUBO will follow up on compliance to this Supplier Code of Conduct on a periodic basis through audits, interviews, or other appropriate methods.

Please note that any breach of this Supplier Code of Conduct may have adverse consequences for the relation between Supplier and KUBO.

EXPECTATION

KUBO acknowledges that Supplier represents an important part of KUBO's business. Supplier is aware that KUBO places value in corporate social and environmental responsibility and shares this commitment. Supplier accepts that it is responsible for the effects of its activities on the environment, employees and the society in which it operates. The Supplier informs KUBO about activities that affect these themes if requested.

CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

CONFLICTS OF INTEREST

Supplier prevents even the appearance of a possible conflict of interest and shall be totally transparent with us if a conflict with more personal interests would arise.

COMPLIANCE TO REGULATION

KUBO requires its Suppliers to operate in compliance with the laws, regulations and ethical standards of the country in which they operate, where they sell products or services, and/or employ or contract personnel. Supplier is responsible for knowing and complying with all applicable laws in connection with the products and/or services Supplier is providing to KUBO.

ANTI-BRIBERY & CORRUPTION

KUBO does not tolerate any form of corruption or bribery by Suppliers. Suppliers should exercise sound and ethical practices and shall not take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of material facts, fraudulent and corrupt behaviour or any other unfair dealing practice.

SAFETY OF PRODUCTS AND/OR SERVICES

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LABOUR CONDITIONS AND HUMAN RIGHTS

KUBO is committed to act in accordance with internationally recognised human rights and the International Labour Organization (ILO) conventions as to protect and respect the fundamental human rights of anyone affected by our operations. Suppliers are expected to be equally committed to respect internationally recognised human rights and ILO conventions. Furthermore, Suppliers will ensure fair treatment of (migrant) workers, anti-discrimination, and prohibit any form of human trafficking, forced or child labour. Additionally, Supplier will ensure adequate health and safety management of workforce, which includes but is not limited to worker protection, process safety, and emergency preparedness.

ENVIRONMENT

Suppliers are expected to comply with applicable environmental regulations and take into account the impacts of their operations and products on the environment, climate change, and the depletion of natural resources, such as but not limited to waste, effluents, packaging, and/or energy efficiency.

LEGAL COMPLIANCE

Suppliers are expected to maintain an understanding of and comply with all applicable laws and regulations that govern their business activities.

VISIT US AT KUBOGROUP.NL



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