

Document	Code of conduct Teleson B.V.
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Version	1.2
Last update	June 17, 2026
Approved by	Suzie de Hamer

Compliance with Laws and Regulations

Teleson complies with all applicable laws and regulations in the countries where we operate. We expect our customers and suppliers to:

- Comply with all relevant national and international laws
- Conduct their business operations honestly and transparently
- Refrain from any involvement in fraud, corruption, or bribery
- Comply with tax and administrative obligations

Human Rights and Working Conditions

Teleson respects the rights and dignity of all people. We expect our partners to:

- Operate in accordance with applicable labor laws and collective bargaining agreements (such as the Technical Wholesale Collective Bargaining Agreement where applicable)
- Do not use child labor or forced labor
- Ensure a safe and healthy work environment
- Prevent discrimination, harassment, and inappropriate behavior
- Treat employees fairly and compensate them appropriately

Environment and Sustainability

Teleson strives to minimize its impact on the environment. We require our partners to:

- Comply with environmental laws and permit requirements
- Use energy, raw materials, and waste responsibly
- Take initiatives to improve sustainability
- Identify and mitigate environmental risks in a timely manner

Information Security and Privacy

Teleson handles confidential information and personal data with care. We expect customers and suppliers to:

- Protect confidential information against misuse or loss
- Comply with the GDPR and other privacy laws
- Use data only for the agreed-upon purpose
- Implement appropriate security measures (e.g., access, systems, storage)

Enforcement and complaint procedures

This code of conduct is not optional. We implement:

- Periodic checks and evaluations of our collaboration
- The ability to request additional information
- The right to review or terminate the collaboration in the event of violations

We expect partners to:

- Report (alleged) violations
- Cooperate with investigations if necessary

Complaints or reports can be sent to info@teleson.nl.