



Stichting Millestart Foundation

Our Responsible Business Conduct Policy

This RBC Policy is a living document which we continually evaluate to ensure we adapt and lead our company in an evolving world. It is a reflection of who we are and how we see ourselves in this world.

Policy brief & purpose

Our Responsible Business Conduct Policy (RBC Policy) refers to our responsibility toward our environment, not just the people in it. Our foundation's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of our aims is to give back to the world just as it gives to us. Our RBC Policy outlines our efforts to give back to the world as it gives to us.

Scope

This policy applies to our foundation. It may also refer to suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our foundation's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our foundation's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Our foundation will:

- Respect the law where we and our clients operate
- Honor its internal policies and those of our clients
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Examples of our Responsible Business Conduct

Protecting people

We will ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our foundation is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Protecting the environment

The foundation recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Proactiveness

Donations and aid

The foundation will aim to receive donations. These donations will aim to:

- Advance the arts, education and community events – notably in areas of neo-natal care.
- Alleviate those in need.

Volunteering

Our foundation will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Supporting the community

Our foundation will initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for the advancement of the well-being of infants.

It can provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Our foundation is committed to the United Nations Global Compact. We will readily act to promote our identity as a socially aware and responsible organization. Management must communicate this policy on all levels. Managers are also responsible for resolving any RBC issues.

Preserving the environment

Apart from legal obligations, our foundation will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation, community clean-up or feeding the needy excursions
- Using environmentally-friendly technologies