

## Entrepreneurs for Entrepreneurs (OVO): CODE of CONDUCT OVO

With the code of conduct below, we oblige all our employees, interns, and volunteers to abide by and adhere to the 'Code of Conduct' listed below:

1. We will act in accordance with all Internationally recognized Human Rights, Social and Environmental Standards, as well as all applicable Legal Provisions in our country here and beyond wherever our engagement(s) takes us.
2. We will uphold our responsibilities to protect people, the wellbeing of our planet and its environmental aspects in all our projects
3. We do not accept gifts nor personal benefits, in kind or otherwise; nor will we accept any proposals for bribery and/or corruption. Donations may only be accepted following screening and the approval of the Board of Directors.
4. Conflicts of interest and other similar issues must be reported to the Board of Directors, immediately and unconditionally.
5. We will adhere to the standard privacy GDPR guidelines.
6. We will respect all materials, properties and such items belonging to OVO.
7. OVO expects its employees and volunteers to refrain from holding out to the local entrepreneur any prospect of entering a personal loan or capital investment, in the local company nor in any potential business partner, during the screening phase of a 'B2B' project. As soon as (and only after) the project is approved for investment/expertise by the OVO Investment Committee and/or Acceleration Fund, and offered to business angels, all employees and volunteers, including the respective screeners, can participate in this, in line with the then valid loan allocation procedure (\*).

The coaching provided to local entrepreneurs cannot, in any circumstance, lead to a financial or non-financial contribution to the respective employees or screeners. It is OVO's policy not to engage in commercial activities /investments in projects. OVO and its screeners and coaches, can facilitate business relations between the local entrepreneur and companies in Belgium/Europe, but cannot financially participate in, nor get any remuneration from, the European partner.

Any doubt with regard to the above guideline, its applicability in practise, or any 'grey zone', should be reported to the General Manager for transparency reasons and evaluation. The general manager will reply and advise, after consultation with the Operational Committee.

(\*): 'valid allocation procedure': all employees or volunteers get the same chance to apply to become lender for a suggested amount, within a defined period (e.g. one week). If not enough loan amount is gathered: we go for outside business angels. When a higher loan amount is offered than requested: we divide proportionally.

Approved by OVO Board of Directors on the 9th of March 2020

For Approval:                      Name:  
    Date:  
    Signature: