

Veros Corporate Social Responsibility Policy

1. Our Commitment

Veros exists to elevate global trade professionals and empower better decisions.

We believe business success and responsibility belong together.

As a SaaS company operating in global trade, our responsibility extends beyond software. It includes how we treat people, protect data, choose partners, and contribute to a more transparent and sustainable global economy.

This policy formalizes that commitment.

2. Who We Are and Why It Matters

Veros is a Dutch software company building global trade management tools. We operate primarily within the European Union, with global ambitions, and under Dutch law.

We are a small, highly specialized, and deeply diverse team. Our people represent different nationalities, religions, cultures, and backgrounds.

That diversity is not incidental. It is a strength.

Because we come from different backgrounds, we challenge assumptions, improve decision-making, and build better solutions for our customers.

We operate in a global trade environment shaped by rising geopolitical complexity, carbon pricing, forced labor regulations, and deforestation rules. These shifts are steadily reshaping global trade toward greater transparency and accountability.

We believe structured data and clear visibility help companies navigate these realities responsibly and confidently take their place in the future of global trade.

Corporate responsibility, for us, is both internal culture and external impact.

3. Human Rights, Diversity and Equal Opportunity

Veros supports internationally recognized human rights principles and core ILO labor standards.

We do not tolerate discrimination based on:

- Race or ethnicity
- Gender or gender identity
- Sexual orientation
- Religion or belief
- Age
- Disability
- Nationality
- Political opinion

Employment decisions are based solely on merit, capability, and contribution.

We foster an environment of respect, open dialogue, and constructive disagreement.

Forced labor, child labor, harassment, and retaliation are not tolerated under any circumstances.

4. Fair Employment Practices

Veros commits to:

- Prohibiting forced or involuntary labor
- Prohibiting child labor
- Providing fair compensation in line with applicable laws
- Maintaining safe and respectful working conditions
- Respecting freedom of association as permitted by law

All employees and contractors operate under formal agreements that include confidentiality obligations.

We expect similar standards from our suppliers and partners.

5. Business Integrity and Ethical Conduct

Integrity is non-negotiable.

Veros:

- Complies with applicable anti-corruption and anti-bribery laws
- Prohibits improper payments or undue advantages
- Protects confidential information and customer data
- Maintains transparent contractual relationships

We operate under formal Terms of Service and data protection commitments.

Decisions are made based on facts and long-term responsibility.

6. Data Responsibility and Digital Ethics

As a global trade software provider, we process business-critical information.

We therefore treat all customer data as confidential by default.

We:

- Encrypt data at rest and in transit
- Apply role-based access controls
- Separate original client data from AI-processed outputs
- Do not commercially reuse customer data without consent

Our AI philosophy is clear: AI enhances expertise. It does not replace accountability.

Customers retain responsibility for validating AI-assisted outputs. We retain responsibility for building transparent, secure systems.

7. Environmental Responsibility

As a cloud-native SaaS provider, our environmental footprint is primarily digital.

We:

- Operate infrastructure designed for efficient resource usage
- Rely on established cloud providers with recognized compliance and environmental standards
- Minimize physical infrastructure and unnecessary travel

In addition, our software supports customers in managing sustainability obligations by bringing structure and transparency to trade-related data.

8. Supplier Expectations

We expect our suppliers and partners to uphold standards consistent with our own values and legal obligations.

This includes a commitment to:

- Compliance with applicable labor and human rights laws
- Zero tolerance for forced or child labor
- Non-discrimination and fair treatment
- Appropriate data protection and security practices
- Ethical business conduct

Where suppliers process customer data, we rely on recognized certifications, contractual safeguards, and proportionate due diligence processes to ensure compliance.

We work with partners who share our commitment to responsible, transparent, and lawful business practices.

9. Governance and Accountability

This policy serves as Veros' formal CSR statement.

Overall responsibility rests primarily with the CEO, supported by the leadership team.

Security, data protection, and compliance responsibilities are documented in our internal policies.

We review this CSR Policy at least annually and update it as the company evolves.

Employees may raise concerns directly with leadership. Retaliation for good faith reporting is not tolerated.

10. Final Statement

Veros is built by global trade experts, for global trade experts.

We believe diversity strengthens judgment.

We believe transparency builds trust.

We believe responsibility drives long-term success.



This policy reflects how we operate today.

And how we intend to grow.