



B NATURAL

PROPOLIS AND BEEKEEPING DERIVATIVES

In B Natural the Bee is a full-fledged business stakeholder, as well as one of the main resources. Its importance is absolutely equal to that of the human resources: employees, collaborators, partners...

It is not surprising, therefore, that the company feels connected to these precious insects by a real "contract". Beyond the most discounted and exasperated "animalistic" attitudes, that of B Natural with the bees is a honest and explicit relationship of mutual cooperation and convenience, which finds its strength and raison d'être on the economic and productive level, even before on the ethical side.

CONTRACT WITH THE BEES

*Building a win-win
relationship*

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Professional Cooperation Contract



By this private letter, written in two originals, to be effected under every effect of law, between the parties:

- **B Natural s.r.l.**, with registered office in Via Gran Sasso, 33-20011 Corbetta-MI (hereinafter referred to as "the Company");
- and **the Bees**, kept by selected beekeepers in Italy and abroad (hereinafter referred to as "Collaborators");

given that

- ◆ the Company operates in the field of production and marketing of bee extracts (in particular propolis) and intends to use the Collaborators and their professional experience as processors and suppliers of raw materials;
- ◆ for centuries the Collaborators have manifested the non-problematic nature of their relationship with human beings and, consequently, they are available to carry out the task entrusted to them by the Company under autonomy and without any constraint of subordination;
- ◆ the Collaborators can boast a natural ability to produce, under optimum conditions, high quality raw material as long as
 - they have an adequate quantity and variety of flowers and plants available,
 - they can live in an environment free from pesticides contamination,
 - they can dispose of a part of the raw material produced that is indispensable to their own defence and livelihood;
- ◆ this agreement is intended to create a professional self-employment relationship between the parties;

agrees and stipulates a professional cooperation contract under the following conditions:

1. Subject of the Contract

The Collaborators undertake to lend their continuous work in favor of the Company. In particular, the performance will consist in the supply of propolis, pollen and any other eventual products of the hive, in such quantities as not to affect the needs of the hive itself.

2. Qualification of the Contract

The Parties shall provide mutual assurance that the relationship covered by this Agreement must be construed to all effects as of autonomous and professional nature and that it does not involve any subordinate employment relationships. Consequently, there will be no exploitation of the Collaborators by the Company, nor in the form of genetic manipulation, nor in any other way to obtain supplies of raw material which is not respectful of the natural evolution and disposition of the Collaborators.

3. Execution of the Performance

The Collaborators undertake to carry out the task entrusted to them with the traditional expertise and full autonomy.

4. Workplace

The work performance can be effected anywhere in the world, under the condition that the requirements of environment, care and performance regulation defined in this agreement are respected.

5. Duration

The annual validity of this agreement is tacitly renewable at each deadline. The Company assumes the responsibility to guarantee to the Collaborators continuity and constancy of care and protection, without possibility to withdraw from the commitment for any reason, neither economical nor productive.

6. Remuneration and Payment Methods

The remuneration for the benefits foreseen in this Agreement shall be established in the form of:

- hospitality by places rich in flowers and plants, adequate to the needs of Collaborators in terms of harvesting pollen, resins and other natural elements useful to their nourishment and well-being, as well as to the profitable performance of their work;
- control and verification of healthiness of the Collaborators, either by means of specifications stipulated with the beekeepers or by regular analyses of the raw material provided;
- hive health monitoring and immediate care interventions, in case of need, to be carried out exclusively with natural products;
- guarantee of protection and preservation of the "nature" of the Collaborators, excluding any genetic intervention aimed at selecting a particular productive capacity (e.g. honey...)

This will be all supplied and guaranteed by specific agreements taken by beekeepers with B Natural.

7. Expenses

The expenses for such a performance will be on behalf of B Natural which will provide the collaborators with all the support necessary for their activities.

8. Final Dispositions

For any other item not included in this contract, parties will refer to the respect of nature's laws and ethical behavior as rules not written but vital for the sustainability not only of B Natural's business but for the whole evolution of the planet.