

# BELYSSE™

## Supplier Code of Conduct

### 1. Purpose

Belysse Group nv and its affiliated companies ("**Belysse**") are committed to create a sustainable sourcing culture through its business relationships with suppliers and related parties. We understand that we have a responsibility to prevent and mitigate negative social and environmental impacts in our value chain. Promoting this responsibility in our supply chain through transparency is important.

### 2. Scope

This supplier code of conduct ("**Code**") explains our expectations from suppliers in the areas of ethical business, labour and human rights, health and safety and environmental sustainability. Belysse expects its suppliers to meet or surpass the minimum standards stated below. Belysse's suppliers shall ensure that their own suppliers, contractors and other business partners participating in the delivery of products, components, materials and services to Belysse comply with the minimum requirements set out in this Code, and that this Code is communicated to them.

### 3. Legal compliance

The supplier shall comply with all laws and regulations applicable to its operations. Should a requirement of this Code contradict national laws or regulations, the supplier shall comply with whichever is more stringent.

### 4. Code standards

#### Human and Labour Rights

Suppliers are expected to comply with the United Nations (UN) 'Guiding Principles on Business and Human Rights', and the eight core International Labour Organization (ILO) Conventions.

We expect suppliers to:

- Support the protection of internationally recognized human rights and prohibit the use of forced, indentured or involuntary labour (including modern slavery and human trafficking) and child labour.
- Create an environment where employees are not exposed to discrimination of any kind, irrespective of their gender, ethnicity, religion, race or age.
- Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Empower employees and other stakeholders to anonymously report concerns or potential unlawful practices at the workplace without retaliation.
- Pay workers a fair wage that allows them to participate as active citizens in society.
- Refrain from making discriminatory or provocative statements against nations, (ethnic) minorities, religions, race, historic events, governments or Individuals.

#### Health and Safety

We believe that every accident at work or occupational illness can be avoided. Belysse will only deliver products which will safeguard the safety and hygiene of the end-users during their entire life cycle.

We expect suppliers to:

- Create a healthy and incident free working environment for all personnel present and working at their premises, and to be harmless to neighbours.
- Ensure that appropriate health and safety information and equipment are provided to their employees and contractors.
- Make sure that their products or parts do not contain any product, material or substance prohibited by the legislation or regulations. Suppliers may be requested to provide disclosure on the use and provenance of certain



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substances and materials.

- To address the European REACH procedures or the applicable national equivalent, such as the American Toxic Substance Control Act (TSCA).

## Environmental sustainability

Belysse wants to minimize the impact on the environment of its operations and products throughout the entire value chain.

We expect suppliers to:

- Establish and implement procedures to minimize any adverse impact of their operations on the environment and utilize management systems, such as ISO 14001, to continuously improve their performance.
- Not only consider the environmental impacts of their products during their design phase, but also in their production, procurement and after services processes.
- Focus on reducing the use of raw materials and resources and to eliminate the waste produced by all their activities.
- Use resources efficiently, seek to reduce water use and greenhouse gas emissions, and encourage the use of energy-efficient technologies in their production and services.

## Ethical business conduct

Our commitment to do business right means acting with integrity with all our stakeholders and being a reliable and responsible partner.

We expect suppliers to:

- Not engage in any act or form of corruption, bribery, embezzlement or extortion and to comply with applicable anti-money laundering regulation.
- Be transparent about their ethical policies and practices and disclose any important information that may be a conflict of interest for Belysse.
- Implement appropriate systems and controls, which facilitate compliance with the applicable laws, regulations, and standards.
- Adhere to international trade regulations, export control regulations and sanctions imposed against countries, companies and Individuals.
- Treat all information obtained from Belysse as strictly confidential.
- Manage the information on and the existence of technology and know-how in such a manner that Belysse intellectual property rights be adequately protected.

## 5. Supplier application of the Code

By signing this Code, the supplier acknowledges understanding and accepts compliance with the expectations stated above. The supplier signs this Code by an authorized representative of the company.

Company Name: ..... Company Address: .....

.....

Name Signee: ..... Signature: .....

Function Signee: ..... Date: .....

Please provide any social and environmental certifications you have or any other associations with independent authorities who verify social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

Belysse reserves the right to conduct audits or assessments to ensure your compliance with this Code and will take appropriate steps regarding our relationship if there is a reason for concern.