

Supplier Code of Conduct of Amab vzw

This code of conduct establishes the basic requirements imposed on companies and external intermediaries who supply goods or services to Amab vzw.

The principles in the code deal with the responsibilities of the suppliers towards all their stakeholders, the environment and society.

Amab vzw reserves the right to change the requirements of this code of conduct as a result of changes in the compliance policy.

The supplier hereby declares the following:

❖ Compliance with laws

- to comply with all laws of the applicable legal system(s).

❖ Prohibition on corruption and bribery

- not to tolerate or participate in, directly or indirectly, any form of corruption or bribery, and not to provide, offer or promise anything of value to a public official or to a counterparty in the private sector in order to influence an official act or obtain an undue advantage.

❖ Fair competition, antitrust laws and intellectual property rights

- to act in accordance with national and European competition laws and not participate in price fixing, customer sharing, market sharing or collusion with competitors in the submission of bids,
- to respect the intellectual property rights of others.

❖ Conflicts of interest

- to avoid any conflicts of interest that may have a negative impact on business relationships.

❖ Respect for the fundamental human rights of every employee

- to promote equal opportunities and equal treatment for every worker, regardless of his or her skin colour, race, nationality, social background, disability, sexual orientation, political or religious beliefs, gender or age,
- to respect the personal dignity, privacy and rights of each individual,
- to refuse to employ anyone, or make someone work, against his or her will,
- to refuse to tolerate any unacceptable treatment of its employees, such as harassment, unwanted sexual conduct or discrimination,
- to refuse to tolerate any behaviour, including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative,
- to pay a fair salary and guarantee the applicable national minimum wage prescribed by law,
- to comply with the maximum permitted number of working hours laid down in the legislation in force,
- to recognise the right of freedom of association of workers and not to favour or discriminate against members of workers' organisations or trade unions.

❖ **Prohibition on child labour**

- not to employ workers under the age of 15 or, in those countries to which the exception of ILO Convention 138 applies, not to employ workers under the age of 14.

❖ **Health and safety of all workers**

- to ensure the health and safety of all workers,
- to monitor health and safety risks and take the best possible precautions to prevent accidents at work and occupational diseases,
- to provide education and ensure that workers are trained on health and safety issues,
- to organise or operate a coherent system for occupational health and safety.

❖ **Environmental protection**

- to act in accordance with applicable environmental protection laws and standards,
- to reduce environmental pollution and make continuous improvements in environmental protection,
- to organise or operate a coherent environmental management system in accordance with ISO 14001 or equivalent.

❖ **Supply chain**

- to do its utmost to promote compliance with this Code of Conduct among its suppliers,
- to comply with the principles of non-discrimination with regard to the choice and treatment of suppliers.

❖ **Conflict minerals**

- to make efforts to prevent the use of raw materials in its products, the proceeds of which are used directly or indirectly to finance armed groups that violate human rights.

Declaration by the supplier (*)

We hereby declare the following:

1. We have received a copy of the "Code of Conduct for the suppliers of Amab vzw" (hereinafter "the Code of Conduct") and hereby undertake, in addition to our commitments laid down in the supply agreements with Amab vzw, to comply with its principles and requirements.
2. We agree that this declaration is subject to Belgian and European law.

[Place, date] _____

[Signature & Stamp of the Company]

[Name] _____

[Function] _____

(*) *This document must be signed by an authorised representative of the company.*