



Remant Group Supplier Code of Conduct

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SCOPE

The code of conduct applies to Remant nv and all its affiliates.

This document applies to the top 20 suppliers, with turnover as the key parameter. These are operational suppliers, such as a transporter or a shipping company.

The management of any Remant entity can also ask any other supplier to sign this policy if we see a reason to do so.

The list of suppliers that meet these parameters is reviewed annually. We conduct an analysis to check whether these suppliers still meet the predefined parameters.

Suppliers who refuse to sign this document will be asked for their rationale (comply or explain). There may be reasons why people interpret a particular paragraph differently or cannot sign it. We are always willing to engage in dialogue on this and can provide ad hoc deviations in consultation with management. If no agreement is reached, the supplier relationship will be terminated.

ETHICAL CONDUCT

Every action must be in line with the principles of reciprocity and integrity that apply to us. We treat our business relations how we want to be treated: with respect, integrity, openness, fairness and genuine appreciation as people and business partners. This forms the foundation of our way of working and our deontology.

We want every employee and partner of Remant Group to be well aware of the importance we place on acting ethically. We do this with the understanding that every day – through our choices and our actions – we also represent the company.

Remant Group operates internationally in several countries and on several continents with different laws, values and standards. We naturally comply with the laws of each country in which we do business. However, complying with laws and regulations is only an absolute minimum. After all, what is not prohibited by law is not necessarily ethical. And we will not share some values. We therefore expect our employees to comply with local laws and standards, but also to think beyond them and always think and act based on their own moral value compass. All our employees must always act with honesty, fairness and integrity. We expect the same from our business partners and suppliers.

For us, it is not enough just to avoid unethical behavior. Remant Group is committed to doing business responsibly in partnership with suppliers, customers and other stakeholders to the best of its ability. Our suppliers are asked to subscribe to our Supplier Code of Conduct. Clients are also

carefully screened, and we do not work for clients whose activities or operations are not in line with the principles we formulate in this Code of Conduct.

INTRODUCTION

This Remant Group Supplier Code of Conduct outlines our expectations for the conduct of our suppliers and applies to all suppliers, their subsidiaries, affiliates and subcontractors.

We expect our suppliers to comply with all applicable laws and regulations in force in the countries in which we operate.

The standards set out in this Supplier Code of Conduct are intended to guide you in fulfilling your role as a supplier. They are not intended to modify or replace specific contractual requirements. Instead, this Supplier Code of Conduct sets out the basic principles of business conduct that we expect you to comply with to the best of your ability. If suppliers have agreed to stricter or more detailed requirements than this Supplier Code of Conduct, we expect them to comply with those contractual requirements.

This Code of Conduct includes agreements in the following 16 areas:

1. Fundamental human rights

The supplier respects human rights as stated in the United Nations Universal Declaration of Human Rights, The UN Guiding Principles on Business and Human Rights, the ten principles of the UN Global Compact and the principles of the International Labour Organisation, and avoids being complicit in human rights violations of any kind.

2. Safe working environment

The supplier ensures the safety of all employees, pays attention to mental and physical health, ensures that all employees follow all health and safety procedures and maintains a safe and healthy workplace. All workplace accidents, unsafe equipment, unsafe practices and conditions must be reported.

3. Fair employment conditions

The supplier ensures fair payment and reasonable working hours for employees. The supplier respects employee privacy and protects relevant information. The supplier does not permit discrimination against employees. All workers are entitled to fair and equal treatment. The supplier shall recruit and promote employees based solely on their qualifications for the job, regardless of ethnicity, religion, gender, age, sexual orientation, disability, marital status or political affiliation. We will not enter into a business relationship with companies that do not apply the same principles.

The use of forced labor and child labor is strictly prohibited in all business activities. Furthermore, products and services must not be accepted by suppliers and subcontractors who use child labor to manufacture their products in their contracts, subcontracts or other relationships.

4. Environmental management

The supplier meets or exceeds all applicable legal environmental requirements and local and internationally recognized environmental practices. The supplier acknowledges the importance of environmental responsibility and will, wherever possible, support a precautionary approach to environmental issues, take initiatives to promote greater environmental responsibility and encourage the dissemination of environmentally friendly technologies applying sound life-cycle practices and avoiding negative impacts on the community.

5. Anti-corruption and bribery

The supplier has a zero-tolerance policy on corruption and bribery. Any form of bribery, extortion or corruption is totally unacceptable and will lead to the termination of cooperation. All forms of bribery are strictly prohibited. The supplier must have adequate internal procedures in place to ensure compliance with applicable anti-bribery laws.

6. Fraud

Fraud has no place in our collaborations. Fraud must be understood broadly – ranging from the falsification of documents to the theft of company assets or the improper application of internal rules. We will not enter into a business relationship with companies that do not apply the same principles.

7. Money laundering

Money laundering refers to bringing into the legal circuit sums of money of illegal or even criminal origin. We do not tolerate money laundering and will not enter into business relationships with companies that do not apply the same principle.

8. Anti-competitive practices and fair competition

The supplier shall comply with all applicable competition laws and, in particular, shall not fix prices, manipulate offers, allocate customers or markets or exchange current, recent or future price information with its competitors. The supplier shall avoid contacts or behavior that could lead to or be perceived as a conflict between its own and our interests.

9. Gifts and benefits policy

The offering of reasonable gifts and benefits by or to customers and business partners may be part of normal business practice as a token of appreciation and is not in itself unlawful. We are aware that the practice of corporate gift giving varies from country to country and from region to region. However, undue and excessive gifts and benefits can amount to bribery if they are used to induce favorable treatment.

Gifts and benefits refer to anything of material value, including discounts, cash, free tickets, loans or guarantees, prizes, trips, holidays and/or events. Only small business gifts and benefits that do not affect a business decision are permitted.

Suppliers must not offer or provide gifts and benefits

- that can be considered illegal or inappropriate, or that violate the policy of the recipient;
- to government officials or government representatives or politicians or political parties;
- that involve obtaining or retaining a return service.

Suppliers cannot accept gifts and benefits from third parties if:

- there is any suggestion that a quid pro quo will be expected;
- it does not comply with relevant laws and is not acceptable according to local culture.

10. Social responsibility and environment

Remant Group imposes social responsibility and environmental requirements on all suppliers. Wherever activities take place, laws and other regulations must be complied with.

The supplier is committed to providing equal opportunities in employment, working conditions, education, promotion and personal development to all people regardless of gender, ethnicity, religious or political beliefs, age or sexual orientation or other status protected by applicable law.

The supplier shall make every effort to ensure that all work tasks and workplaces are designed to promote good health and safety in both the short and long term.

11. Privacy, confidentiality and intellectual property

The supplier shall comply with privacy and information security laws and regulations when processing, collecting, storing, transferring or sharing personal data relating to customers, suppliers, consumers and employees, where applicable.

The supplier undertakes to protect the reasonable privacy expectations of personal information of everyone with whom it does business.

The supplier shall maintain strict confidentiality regarding any confidential and business-sensitive information about our companies or our customers to which it has access. The supplier shall not use this information for its own benefit. The supplier shall protect all intellectual property belonging to our companies, their customers and other third parties and individuals.

12. Sustainability

It is extremely important to Remant Group that the supplier observe sustainability and that senior management monitor applicable laws, customer requirements and continuous improvement on social and environmental responsibility.

13. Making concerns known

To raise concerns or report violations or breaches, the supplier shall contact its procurement partner within the Remant Group.

14. Code compliance and violation

We can ask our suppliers to demonstrate compliance with the Code of Conduct at any time. Any breach of this Code of Conduct could lead to action. What action is appropriate in a particular case depends on the nature and seriousness of the code violation and the circumstances in which the situation arises.

Remant Group

Erik Keustermans, CEO

Bob Keustermans, Director

Approved, 22 December 2022

By signing this document, I declare that I have read, understood and agreed to the above.

Town/city	
Date	
Organization	
Name	
Job title	
Signature Authorized Representative or Proxy	