



Supplier Code of Conduct

Introduction

The Van Hool group is strongly committed to conducting its activities in a responsible, sustainable and ethical manner. We require from our employees to adhere to these principles and we have the appropriate internal policies and procedures in place. We also expect from our suppliers (including consultants, advisors, service providers, contractors, sub-contractors and any other kind of supplier of goods or services of any kind) to engage with the same principles of corporate responsibility, sustainability and ethical behaviours.

This supplier code of conduct is based on the principles of the UN Global Compact, relevant international treaties and sound and common business practices. It is part of our overall corporate sustainability approach and commitments. It sets out the minimum standards we expect from our suppliers. If any law, regulation, agreement or practice sets higher standards, our suppliers should of course also meet these higher standards. We also expect our suppliers to demand from their own employees, suppliers and other business partners to meet at least the same standards.

General Compliance

We expect our suppliers to conduct their business in compliance with applicable laws, rules, and regulations of the jurisdictions in which they operate and to adhere to internationally recognized environmental, social and corporate sustainability standards. Suppliers should have the appropriate licenses and permits in place and honour their business obligations.

Human Rights

We expect our suppliers to support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses. This includes, but is not limited to:

- Not engaging in or tolerating any form of discrimination, unfair treatment or other form of harassment.
- Respecting the personal dignity, privacy and other rights of individuals.
- Consider the country and local context in which it is operating for any human rights challenges that context might pose.

Labour

We expect our suppliers to acknowledge they have a great impact on their employees' wellbeing and therefore owe major obligation towards them. This includes, but is not limited to:

- Ensure a safe and healthy workplace environment and proactively identify, evaluate and prioritise elimination of health and safety hazard risks.
- Avoid all forms of forced or compulsory labour.
- Respect all rules and regulations regarding working hours and rest times.
- Not tolerating any form of child labour. Children below the minimum age of 15 shall not be employed, unless the exceptions recognised by the ILO 138 Minimum Age Convention. The minimum age for hazardous work is 18 years for all countries.
- Eliminate discrimination in respect of employment and occupation. Not treating differently or less favourably because of characteristics that are not related to merits or the inherent requirements of the job.

- Uphold the freedom of association and the effective recognition of the right to collective bargaining in accordance with applicable laws.
- Employee compensation meets at least the legal minimums including overtime and are in line with industry standards. Pay wages at regular intervals and inform employees about the method of its calculation.
- Employees are free to raise concerns and speak up without fear of reprisal.

Environment

We expect our suppliers to support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies. This includes, but is not limited to:

- Maintaining knowledge about the environmental impact of their activities and minimizing such impact as much as possible.
- Dealing responsibly and economically with energy, water, raw materials, packaging and other resources.
- Reduce emissions and other waste.
- Take initiatives to favour the sustainable use of renewable resources.

Anti-Corruption

We expect our suppliers to work against corruption in all its forms such as but not limited to fraud, money laundering, extortion and bribery. This includes, but is not limited to:

- Not engaging in or tolerating any form of corruption and have appropriate measures in place to monitor and enforce this. Suppliers shall not offer any gifts, facilitation payments or other benefits to Van Hool employees that could improperly influence such employee.
- Conducting fair competition in accordance with all applicable competition and antitrust laws. In particular, suppliers will not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market position.
- Respecting any propriety rights and confidential information of third parties.
- Avoid conflicts of interests or at least be transparent about the existence of conflicts of interests.

Sustainability

As we strive for continuous improvement, this code of conduct may be amended and/or supplemented from time to time. We expect our suppliers to stay up-to-date themselves of evolutions in relevant legislation and sound and common business practices.

We want to cooperate with our suppliers to assess and ensure compliance with the principles set out in this supplier code of conduct. Suppliers shall allow the Van Hool group to make reasonable enquiries to verify or otherwise monitor compliance with this code of conduct which may, in certain circumstances, include audits with suppliers. The Van Hool group reserves its rights to discontinue any relationship with suppliers for non-adherence to the principles set out herein.

Anyone who has any questions or comments on this policy is invited to contact our CSR committee at CSR@vanhool.com. Our suppliers can also contact their usual contact person at Van Hool.

October 2021

Filip Van Hool, CEO

The undersigned supplier confirms that it adheres to the principles set out in this supplier code of conduct,

Company name supplier:

Name representative:

Title representative:

Date: