

# SUPPLIER CODE OF CONDUCT

We place the bar high for ourselves,  
and expect the same from our suppliers.

Only together can we really make a difference.

Beaulieu  
International  
Group



## 1 Purpose

Beaulieu International Group NV and its affiliates (hereafter “B.I.G.”, “we” or “us”) are committed to ethical and responsible conduct in all activities, whereby compliance with laws and respect for the rights of all individuals and the environment are of vital importance and are an integral part of our sustainability framework, *Route2030*. Since we consider them as an important partner in our mission to serve our clients and stakeholders, we expect our suppliers, agents and other third parties that provide services to us (hereafter together “Suppliers”) to share these commitments.

This Supplier Code of Conduct (the “Code”) sets out a number of principles in the areas of ethical and social conduct, governance and health, safety and environment. The principles contained in this Code are inspired by the most fundamental international conventions and standards. Adherence to this Code is a condition for doing business with us and we expect our Suppliers to hold their own suppliers to comparable standards.

## 2 Standards of Conduct

### 2.1 Human and Social Rights

Suppliers will comply with all applicable employment laws and will support the protection of fundamental human rights wherever they operate in the world. More specifically Suppliers:

- Will not use child labor and will thus only employ workers who are at least 15 years of age or the applicable minimum legal age, whichever is higher;
- Will not engage in nor support the use of forced or involuntary labor. Suppliers will furthermore not traffic in persons or make use of slavery practices of any kind;
- Will ensure that no discrimination exists on the grounds of race, color, gender, language, religion, political opinions, nationality, social background and status, age or disability;
- Will ensure that all employees are treated with dignity and respect and provide a workplace that is free of harassment, victimization and bullying. Suppliers will also not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse;
- Will respect their employees’ freedom of association and their right to bargain collectively;
- Will observe the applicable laws and regulations on overtime, maximum hours, minimum wages and other elements of compensation. Suppliers shall not use deductions of wages as a disciplinary sanction;
- Will provide a complaint mechanism for employees to report workplace complaints and violations of applicable law and ensure the protection and confidentiality of these whistleblowers;
- Will overall provide employees with a safe and healthy work place with access to water and sanitary facilities, fire safety and sufficient lighting and ventilation.

### 2.2 Environmental management

B.I.G. takes responsibility for its businesses’ environmental impact and we expect our Suppliers to collaborate with us in the achievement of this goal. Therefore our Suppliers:

- Will comply with all applicable environmental laws, regulations and standards;
- Will promote the safe and environmentally stable development, manufacturing, transport, use and disposal of their products;
- Will strive to use resources in an efficient, environmentally-friendly and sustainable manner, reducing emissions (to soil, air and water) and minimizing the outflow of and disposal of waste. Where possible, Suppliers will favor green energy, recycling and circular models and minimize negative impact on biodiversity, climate change and water scarcity;
- Will use appropriate control and management systems to ensure that their products meet or exceed the applicable quality and safety requirements.

## 2.3 Governance

Suppliers must be committed to the highest standards of ethical conduct in all their operations and when dealing with employees, other suppliers, government authorities and customers. Therefore we expect our Suppliers:

- To comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Supplier will thus not corruptly pay, offer, or promise to pay money or anything of value to a private or public official in order to influence business decisions or encourage them to act contrary to their obligations;
- To comply with all applicable national and international trade laws and regulations, including without limitation, antitrust, trade controls and sanction regimes;
- To avoid any situation or activity that would interfere or conflict with B.I.G.'s interest. In case Suppliers do encounter such an actual or potential conflict of interest, they will disclose this and discuss it with B.I.G.'s management;
- To respect the privacy and confidentiality of the information of their employees and business partners and protect such data and intellectual property from misuse;
- To make sure that appropriate control mechanisms and systems are in place in order to ensure compliance with this Code.

## 3 Sanctions

In case a Supplier does not comply with this Code and/or any other applicable policies and procedures, B.I.G. may, depending on the gravity of the violation and the specific circumstance of the case, choose to terminate Supplier's relationship with B.I.G. partially or in its entirety.

B.I.G. retains the right to conduct audits or assessments to ensure Supplier's compliance. B.I.G. may verify compliance with this Code by means of self-assessment questionnaires and reserves the right to conduct on-site audits, either through employees of B.I.G. or through an independent third party appointed by B.I.G. We expect full cooperation by the Supplier and open access to all premises as well as documentation during such audits, which will be announced at least 10 days in advance.

## 4 Speak UP

B.I.G. is committed to conducting its business in accordance with all applicable laws, rules and regulations and the highest ethical standards. Therefore, B.I.G. aims to preserve and stimulate a corporate culture that is characterized by its ethical values and principles, including honesty and transparency. As a consequence, every person should be aware of the opportunity, and more importantly the responsibility, to immediately report potential breaches that may cause any kind of detriment to the financial standing, performance and/or reputation of B.I.G..

Several reporting channels have been established for employees, suppliers and other third parties to report information/behaviour that would be inconsistent with our Code of Business Conduct & Ethics, our Anti-bribery Compliance policy, laws, regulations or place the company's reputation at risk.

Reporting can be done by any of the following methods:

- Via our safe, confidential and compliant Speak Up platform <https://bintg.whispli.com/lp/speakup>
- In writing, addressed to the Group Internal Audit Director or the President of the Audit Committee, by mail to Beaulieu International Group NV, Kalkhoevestraat 16 Box 0.1, 9870 Waregem, Belgium; or
- By e-mail to [BHW-internalaudit@bintg.com](mailto:BHW-internalaudit@bintg.com)