

## IGW SUPPLIER CODE OF CONDUCT

This IGW Supplier Code of Conduct ("Code of Conduct") applies to all suppliers that provide products or services to IG Watteeuw International n.v., and its affiliates, divisions or subsidiaries (collectively, "IGW"). IGW requires its suppliers and their respective employees and subcontractors to comply fully with this Code of Conduct as a condition of doing business with IGW. Suppliers must be familiar with the business practices of their sub-suppliers and subcontractors and ensure that such sub-suppliers and subcontractors adhere to this Code of Conduct. Suppliers must communicate the requirements of this Code of Conduct to their respective employees, sub-suppliers and subcontractors. IGW may discontinue its relationship with suppliers who fail to comply with this Code of Conduct in any respect.

### GENERAL COMPLIANCE WITH LAWS

IGW suppliers must comply with all IGW policies and all the applicable laws, rules, and regulations of the relevant countries and locations in which they operate.

### HUMAN RIGHTS AND EMPLOYMENT PRACTICES

#### Forced and Child Labor

Suppliers shall not engage in human trafficking, use forced, involuntary, or slave labor, or purchase materials or services from companies engaging in such trafficking or using such labor. All IGW suppliers must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business. Unless applicable local law prescribes otherwise, suppliers may not hire employees under the age of fourteen. Employees under the age of eighteen may not perform work likely to jeopardize their health, safety, or education.

#### Employment Practices

As a part of their employment practices, IGW suppliers must verify that all of their employees have the legal right to work in the relevant country and must ensure that all mandatory documents, such as work permits, are obtained. IGW suppliers must support diversity and equal opportunity in their workplaces and must prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

#### Harassment

IGW suppliers must treat all employees with respect and dignity and may not subject employees to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse. Suppliers may not impose monetary fines upon employees as a form of discipline. Moreover, suppliers must maintain a workplace environment that allows employees to report concerns without fear of retaliation. To the extent permitted by applicable local law, suppliers must have a reporting process that allows employees to report their concerns anonymously.

#### Wages and Work Hours

Suppliers must comply with applicable wage and work hour laws and regulations prescribing employee compensation and working hours. Suppliers may require employee overtime hours only to the extent consistent with a humane and productive work environment and applicable law.



## **Health and Safety**

Suppliers must provide employees with a safe and healthy work environment and must take affirmative steps to support accident prevention and minimize overall health and safety exposure.

## **Environment**

Suppliers must conduct their business operations in a manner that minimizes negative impact on the environment and protects natural resources, customers, and employees. Suppliers must comply with all applicable environmental laws and IGW requirements, including, without limitation, laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal in the conduct of their business operations. Suppliers must obtain and maintain sufficient knowledge of materials and components utilized in their respective supply chains to ensure such materials and components were obtained from permissible sources in compliance with applicable laws and regulations. Suppliers may be required to validate the origin of any and all such materials and components.

## **BUSINESS ETHICS**

### **Gifts**

Suppliers must not offer gifts to any IGW employees, regardless of the value of such gifts.

### **Improper Payments**

No bribes, kickbacks, or similar payments are permitted, even when such payments are permitted under applicable local law. IGW employees, suppliers, and agents are strictly prohibited from accepting such payments under any circumstances.

### **Confidential Information**

Protection of confidential information is key to the success of IGW and its suppliers. Suppliers must protect all IGW information, electronic data, and intellectual property with appropriate safeguards. Suppliers may receive IGW confidential information only as authorized by a confidentiality or non-disclosure agreement signed between IGW and the supplier, and suppliers must comply fully with their obligations under such agreements with respect to the disclosure and use of IGW's information. Suppliers may not use any trademarks, trade names, patents, copyrights, or other intellectual property or similar rights of IGW, except to the extent explicitly authorized by IGW in writing and in its sole and absolute discretion.

### **Supplier Management System**

Suppliers should implement and maintain a management system that ensures they comply with applicable laws, regulations, and IGW policies (including, without limitation, this Code of Conduct) and aids the suppliers in identifying and reducing any operational risks related to this Code of Conduct. The system should also promote continuous improvement and compliance with changing laws and regulations. IGW strongly recommends that all suppliers maintain an environmental management system (EMS), such as ISO14001, to ensure environmental compliance.

### **Supply Chain Transparency**

To monitor its suppliers' compliance with this Code of Conduct, IGW may: (a) request documentation; (b) conduct audits at the supplier's (or their subcontractors') facilities; and (c) require, review, approve and verify successful implementation of supplier's corrective action plans. Suppliers must cooperate fully with IGW with respect to any such requests or activities.





## **VIOLATIONS**

Violations of the IGW Supplier Code of Conduct can be reported confidentially to IGW in the following ways:

Telephone: +32 5082 6907

Website: <http://www.igwpower.com/contact-us>

Mail: [info@IGWpower.com](mailto:info@IGWpower.com)

## **CODE OF CONDUCT ONLINE**

The IGW Supplier Code of Conduct is available at: <http://www.IGWpower.com/about-us/sourcing>

