

Supplier Code Of Conduct



BEKAERT DESLEE

Close to you

The Framework of the Supplier Code Of Conduct

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Monitoring & Compliance

A message from our Chief Procurement Officer Geert Demeyere

“At BekaertDeslee, we are committed to conducting business in a responsible and ethical manner. We believe that a sustainable, successful business is built on strong relationships with trustworthy and reliable suppliers who share our values and commitment to excellence. This Supplier Code of Conduct outlines the standards and expectations we set for our suppliers in areas such as human rights, labor practices, environmental protection, business integrity, and legal compliance.

Our goal is to collaborate with suppliers who not only meet these standards but are also dedicated to continuously improving their practices. We expect our suppliers to uphold these principles in their operations and in their own supply chain. This document serves as a guide to help you understand our expectations, align our business practices, and foster a mutually beneficial relationship based on respect, transparency, and ethical conduct.

By partnering with us, you agree to adhere to the principles outlined in this Code of Conduct. Together, we can ensure a sustainable, ethical, and prosperous supply chain that benefits all stakeholders.”



Our Commitment to Suppliers - Business Code Of Conduct

- When carrying out procurement duties and responsibilities, all BekaertDeslee's employees that are in contact with Suppliers, are expected to share with them the company's commitments to high legal, ethical and moral standards.
- Our internal guidance (business Code Of Conduct) sets norms of behavior in procurement activities in the areas of Respect for the law, fair employment practices and diversity, no conflict of interests, no bribery and corruption, antitrust and competition, safeguarding assets and information, responsibility to the environment and to the communities.
- All our employees are encouraged to continually consider and discuss issues of ethical behavior and address them to the internal and external governance in place.





Our Commitment to Suppliers - Grievance Mechanisms

For our suppliers, we have foreseen an external compliance help line” SpeakUp” in cooperation with “peopleIntouch” that allow to anonymously report a potential compliance incident.

There are different languages accesible in different areas around the globe.

<https://www.bekaertdeslee.com/en/compliance>

Our Commitment to Suppliers: Category Management and Supplier Relationship Management

- BekaertDeslee implemented category management with the aim to buy the lowest Total Cost of Ownership, reduce waste such as emergency costs, process costs, contributing to the innovation and R&D process, increase service level to the plants (speed, flexibility, communication, ...), reduce working capital, reduce supply chain risks.
- BekaertDeslee is currently implementing methodologies on Supplier Relationship Management (prequalification, evaluation, relationships development and collaboration with suppliers). These processes ensure a fair, competitive and transparent negotiation process, according to our policies and values.





Purchase Terms and Conditions

BekaertDeslee published the Purchase Terms & Conditions on its official company site and these apply to all Orders and Purchases of Products and Services made by BekaertDeslee with a Supplier.

<https://www.bekaertdeslee.com/en/purchase-terms-conditions>

Our Expectations from Suppliers

(1) Respect for the Law

Suppliers shall abide by all applicable national and international laws governing the import and export of goods, services and information, as well as applicable embargoes and sanctions.

(2) Working Conditions and Welfare at Work

Our suppliers create fair and secure jobs. Suppliers shall not tolerate discrimination based on gender, age, ethnic origin, nationality, social status, political opinion or sexual orientation. Forced or child labour and any form of modern slavery and human trafficking are not permitted. Our suppliers shall protect freedom of association, including the right of employees to form unions in a free and democratic way and will not discriminate against workers because of trade union membership.

Suppliers shall not interfere with employee's freedom of association and right to collective bargaining. Employee representatives shall not be subject to discrimination, harassment or termination of contract in retaliation for exercising employee rights, submitting grievances, participating in union activities, or reporting suspected legal violations

Suppliers are required to ensure fair remuneration for their employees and guarantee wages in accordance with the applicable laws in their respective countries. Suppliers shall actively



Our Expectations from Suppliers

build and foster a diverse and inclusive culture that treats everyone with dignity and respect.

(3) Health & Safety

Suppliers shall create a safe work environment that is healthy and not hazardous for their employees, contractors and other stakeholders. Suppliers must be compliant with national and international laws and regulations on occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities.

Suppliers must have documented health and safety policies and/or procedures in place together with appropriate safety infrastructure and equipment.

(4) Anti-Bribery and Anti-Corruption

Suppliers shall forbid engaging in corrupt practices. Suppliers should not offer, give or accept any bribe, whether in cash or through another incentive, to or from any person or company, regardless of their location or whether they are a public official or authority, supplier or customer. Corrupt practices include, but are not limited to, the authorization of direct or indirect payments of money, goods or services to local government officials, or their friends or relatives, for the purpose of influencing the acts or decisions of local officials. They also include any advantage offered to BekaertDeslee employees in any form (kickbacks or other) for delivering services for BekaertDeslee.

(5) Responsibility to the Environment and Communities

The Supplier meets all applicable legal environmental requirements. The Supplier also obtains, keeps and updates all required environmental permits and registrations. Suppliers shall adopt systems to ensure that waste handling, movement, storage, recycling, reuse or the management of emissions to air and waste water are carried out safely and in compliance with the particular country's current legislation. Furthermore, suppliers shall take a pro-active stance in dealing with environmental problems, specifically in developing a climate adaption and mitigation strategy. Suppliers should among others provide renewable and/or recycled materials and packaging, reduce greenhouse gas emissions in line with the Paris Climate Agreement, conserve water sources and protect ecosystems.

(6) Sanctions

Suppliers shall comply with all applicable trade and economic sanctions rules and regulations, including the applicable export controls. Suppliers shall not procure or purchase products or parts of these products, or services destined to be used by or sold to BekaertDeslee from a party that is subject to Sanctions, or it is a sanctioned party. Suppliers shall conduct all required checks and shall perform appropriate due diligence to determine that any such party is not subject to Sanctions.



Our Expectations from Suppliers

(7) Security and Privacy

Information Security Awareness

Suppliers are expected to have basic information security policies in place. Data related to our company should be considered confidential. Suppliers must protect this data, sharing it only when necessary and with prior approval from our organization.

Access Control and Physical Security

Suppliers should adopt reasonable access control measures to protect our data. Physical security measures should be in place to prevent unauthorized access to areas where our data is stored or processed.

Incident Reporting and Compliance Awareness

In the case of a security incident, suppliers should report to us as soon as possible, ideally within 48 hours. Suppliers should regularly update their systems and be aware of basic security best practices. While annual security training for employees is advised, it can be adjusted according to the relevance and risk associated with the supplier's services. Compliance with these guidelines by any third-party vendors they use is also important.

Data Handling and Risk Management

Suppliers should have data backup and recovery processes. At the end of our contract, any data related to our company should be returned or securely disposed of. Cybersecurity insurance is recommended. Suppliers should engage in regular monitoring to identify potential threats. We may conduct audits to ensure security measures are followed, but these will be proportional to the level of risk involved. Suppliers should seek our consent before publicly sharing any text or images related to our company or its employees.

Our Expectations from Suppliers

(8) Quality and Product Safety

The Supplier ensures that all products, materials and services supplied to BekaertDeslee shall strictly meet the agreed requirements and specifications and be compliant with all applicable laws and regulations. Any changes that may impact the final product must be upfront communicated and approved by Bekaert Deslee counterpart, including changes of production units.

The Supplier immediately informs BekaertDeslee if it becomes aware of any fact or suspicion that may indicate a regulatory, quality, safety problem affecting the supplied products or BekaertDeslee products.

(9) Fair Competition

The Supplier conducts its businesses in compliance with applicable competition and anti-trust laws. The Supplier shall not engage in any unlawful practices, including but not limited to price fixing, market sharing and market splitting, sharing of confidential and commercially sensitive information or agreeing to limit sales or outputs for the purpose of restricting or deferring the fair competition and free market, notably when acting in concert with third party competitors.

(10) Third Party assessments & On Site Audits

BekaertDeslee performs regular risk and performance evaluation in the form of third party due diligence, self- assessment, facts-findings or audits, according to the Group standards and as determined by our stakeholders.

Where relevant, BekaertDeslee performs on site audits or is authorizing third parties to act on its behalf and contact the suppliers to conduct audit compliance to BekaertDeslee standards.



Monitoring and Compliance

- We expect the Supplier to take all necessary steps to inform its employees, agents and sub-contractors of the principles set forth in the Supplier Code and to take appropriate action to ensure understanding of and compliance with its principles. BekaertDeslee expects the Supplier to maintain necessary documentation to demonstrate compliance with the principles stipulated in this Supplier Code and reserves the right to audit the Supplier's compliance with these principles.
- In case of any violation of these principles, BekaertDeslee takes immediate corrective action up to terminating the collaboration.
- BekaertDeslee may support suppliers in developing their capabilities and improving their performance.

