

## SUPPLIER CODE OF CONDUCT

### RESPONSIBLE PURCHASING GUIDELINES BETWEEN DRIESSEN AND ITS SUPPLIERS AND CONTRACTORS

#### PURPOSE

The relationship Driessen maintains with its suppliers and contractors is an essential factor for the company's success. Driessen expects its suppliers and contractors to comply strictly with applicable laws and regulations in the countries where they operate or provide services.

Driessen supports the enforcement of international ethical and business-related compliance standards. Driessen has developed a supplier code of conduct that sets out the minimum ethical standards that suppliers must follow across the entire aerospace industry. Driessen enforces these guidelines in their entirety and therefore expects its suppliers to comply fully with the applicable laws and regulations in the countries where they manage their operations or provide their services. Wherever they operate, suppliers absolutely must conduct all their business activities in compliance with these Responsible Purchasing Guidelines. They are also expected to convey these principles at every step of their supply chain.

The purpose of these guidelines is to express Driessen's expectations of its suppliers and contractors. It demonstrates Driessen's intention to place the Corporate Social Responsibility (CSR) selection criterion<sub>1</sub> on the same level as cost, quality, service, innovation, and risk control criteria over the long term. Through these guidelines, Driessen aims to share its commitment with its suppliers and contractors, who are key to Driessen's success, and to be sure of their dedication to sustainable development. These guidelines are part of the contractual provisions signed with Driessen or its companies.

#### DRIESSEN'S COMMITMENT

As part of its sustainable development initiative, Driessen commits to deploying a CSR strategy, which is a strategic pillar for the Driessen, based on nine key principles:

1. Promote and respect human rights.
2. Nurture human talent.
3. Foster a culture of integrity in Driessen.
4. Comply with international regulations concerning import and export control.
5. Archive data accurately and reliably.
6. Protect information.
7. Constantly pursue excellence in the safety/protection of people and assets.
8. Develop innovative products and processes with a lower environmental impact (CO<sub>2</sub>, energy, chemicals, and waste).
9. Involve our suppliers and partners in implementing the Driessen responsible purchasing guidelines.

In accordance with its CSR strategy, Driessen is implementing a Purchasing Policy whose purpose is to turn purchasing into a sustainable competitive advantage over competitors, while also maintaining a balanced relationship with its suppliers and contractors. This Purchasing Policy is operated:

- In accordance with Driessen's Ethical Guidelines and best practices set
- In accordance with Driessen's commitments to government entities, professional associations, and other partners.

PRINCIPLES: In extending the deployment of its CSR strategy, Driessen expects its suppliers and contractors to commit to assisting Driessen based on the following principles:

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### I. PROMOTION OF AND RESPECT FOR HUMAN RIGHTS

Driessen's suppliers and contractors must comply with the Fundamental Conventions of the International Labor Organization (ILO) as well as all regulations applicable to their activities in the areas where they operate. Driessen expects them to promote and respect human rights within their sphere of influence.

#### A. Child labor

Driessen forbids itself from using suppliers and contractors who use child or forced labor. Driessen's suppliers and contractors must ensure that no illegal child labor is used in the completion of their work. The term "child" here refers to any person under the legal employment age in the country where the work is performed, on the additional condition that this legal age complies with the provisions established by the ILO.

#### B. Human trafficking, including forced or bonded labor

Driessen's suppliers and contractors must comply with regulations prohibiting human trafficking, as well as applicable local laws in the countries where they operate. They must refrain from violating the rights of others and must remedy any negative impact of their activities on human rights.

### II. NURTURING OF HUMAN TALENT

Driessen's suppliers and contractors must treat all people with respect and dignity, foster diversity, demonstrate openness to diverse opinions, promote equal opportunity and foster a culture of integration and ethics.

#### A. Harassment

Driessen's suppliers and contractors must ensure that their employees have a working environment free of all physical, mental and verbal harassment, as well as all other forms of abusive behavior.

#### B. Non-discrimination

Driessen's suppliers and contractors undertake to eliminate all forms of discrimination regarding access to employment and career pathways.

#### C. Working hours

Driessen's suppliers and contractors must comply with legal provisions regarding maximum working hours in the countries where they operate.

#### D. Wages and benefits

Driessen's suppliers and contractors shall pay their employees based on the minimum wage established by local law and provide them with all social benefits required by law. In addition to paying for regular hours, overtime hours shall be paid at a higher rate as provided for by law. If a country does not have such a law in place, overtime hours must be paid at least at the same rate as regular hours. Withholding wages as a disciplinary measure is not permitted.

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### E. Labor dialogue

Driessen's suppliers and contractors guarantee their employees' right to unionize and to communicate freely with their managers about working conditions without fear of harassment, intimidation, sanctions, pressure, or reprisals. They also recognize and respect workers' right to free association through affiliation or non-affiliation with an association of their choice.

## III. FOSTERING A CULTURE OF INTEGRITY IN THE DRIESSEN

In accordance with its ethical guidelines and code of conduct, Driessen selects its suppliers and contractors based on objective criteria and requires these suppliers and contractors to allow Driessen to fully satisfy its own expectations and those of its customers. Driessen expects its suppliers to adopt the principles of these ethical guidelines and code of conduct and to apply them to their own suppliers and contractors.

### A. Anti-corruption laws

Driessen's suppliers and contractors must comply with applicable anti-corruption laws, directives, and regulations in the countries where they operate. They must not offer or make inappropriate payments in the form of cash or objects of value to representatives of government or political parties, candidates for public office, or any other person. This includes payments that are intended to expedite or secure the performance of actions by the government, such as the granting of visas or customs clearances. This also applies to regions where such actions are not punishable by local law. Payments related to personal safety are authorized in the event of an imminent threat to health and safety. Driessen's suppliers and contractors must show due diligence regarding preventing and detecting corruption in all commercial contracts, including partnerships, associated companies, netting agreements, and the recruitment of intermediaries such as agents or consultants.

### B. Illegal payments

Driessen's suppliers and contractors must not under any circumstances offer or accept illegal payments from customers, suppliers, their agents, their representatives, or from any other party. Direct or indirect acceptance, payment, or promise of cash or objects of value intended to exert influence or procure an unfair advantage is prohibited. This is also prohibited in regions where such activities do not violate local law.

### C. Fraud and embezzlement

Driessen's suppliers and contractors must not under any circumstances draw any benefit from acts of fraud, embezzlement, or falsification, and they must not authorize a third party to do so. This includes fraud or theft within their company or that of a customer or third party, and all forms of misappropriation of assets.

### D. Competition and Anti-Trust

Driessen's suppliers and contractors must act in full compliance with competition law. Any consultation or dialogue between suppliers concerning price, bids or business conditions is strictly prohibited. Participation in any cartel or conspiracy is strictly prohibited.

### E. Gifts and business courtesies

Driessen's suppliers and contractors are judged solely on the intrinsic quality of their products and services.

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Suppliers must ensure, in all their business relationships, that gifts or business courtesies given or received are authorized by law, that these exchanges do not violate the rules and principles of the beneficiary organization, and that they align with permissible market practices and norms.

### F. Supplier Diversity

Driessen's suppliers must actively seek out and engage with a diverse range of suppliers who can foster an inclusive and equitable business environment that benefits not only their own operation but also the broader company. They must promote economic growth by providing opportunities for underrepresented groups, including women, minority-owned businesses, and small enterprises, to participate in the supply chain ecosystem.

Driessen's suppliers and contractors and their employees must not use any document or confidential information obtained during their business relationship with Driessen as the basis for a transaction or to help third parties trade a company's stock or securities.

### G. Conflict of interest

Driessen's suppliers and contractors must ensure the absence of any conflict of interest or any situation that could lead to a conflict of interest. In the event of a real or potential conflict of interest, they must notify all concerned parties. This includes conflict between Driessen's interests and personal interests or those of close relatives, friends, or associates.

## IV. COMPLIANCE WITH INTERNATIONAL IMPORT AND EXPORT REGULATIONS

### A. Importation

Driessen's suppliers and contractors must implement business practices that comply with applicable laws, directives, and regulations on the importation of items, components, and technical data.

### B. Exportation

Driessen's suppliers and contractors must implement business practices that comply with applicable laws, directives, and regulations on the exportation of items, components, and technical data. They must provide accurate and precise information and obtain export licenses or permissions where necessary.

### C. Sanctions and embargoes

Driessen's suppliers and contractors must comply with all laws, directives and regulations on sanctions and embargoes that apply to exports, imports and associated financial flows.

### D. Responsible ore supply

Driessen's suppliers and contractors must comply with applicable laws and regulations concerning the supply of certain ores (tin, tungsten, tantalum, and gold) from conflict zones. In addition, they must establish a policy that allows them to reasonably ensure that the tin, tungsten, tantalum, and gold contained in the items they produce do not directly or indirectly fund activities that violate human rights. They must also, where required by law, demonstrate due diligence in choosing the source and traceability of ores, and require the same diligence from their suppliers.

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### E. Counterfeits

Driessen's suppliers and contractors must implement and maintain effective measures and procedures that are appropriate for their activities to ensure that no counterfeit items or materials enter the delivered products.

### V. CONSTANT PURSUIT OF EXCELLENCE IN THE SAFETY/PROTECTION OF PEOPLE AND PROPERTY

The financial and business performance of Driessen's suppliers and contractors depends on industrial excellence. They are called upon to put in place a Health, Safety and Environment management system to ensure that risks associated with their activities are identified and assessed, and that all measures are taken to eliminate or control those risks.

Driessen's suppliers and contractors must ensure the health, safety and welfare of their employees, contractors, visitors, and all other persons who may be affected by their activities. They must comply with applicable laws and regulations concerning the environment, health, and safety at work, as well as with the HSE policies of Driessen sites where they operate.

### VI. DEVELOPMENT OF INNOVATIVE PRODUCTS AND PROCESSES WITH A LOWER ENVIRONMENTAL IMPACT (CO<sub>2</sub>, ENERGY, CHEMICALS AND WASTE)

Driessen's suppliers and contractors must use their best endeavors to develop and produce innovative technologies, processes and items that have the lowest possible environmental impact throughout their life cycle. They must:

- Deploy a strategy to reduce greenhouse gas emissions.
- Conserve natural resources, including energy sources, water, and virgin raw materials.
- Limit the use of chemicals and processes that pose a risk to health or the environment.
- Limit waste production and recycle and reuse materials.
- Control production-related emissions and discharge.
- Adopt an eco-design approach for new products.

### VII. INVOLVEMENT OF OUR SUPPLIERS AND PARTNERS IN IMPLEMENTING THE DRIESSEN RESPONSIBLE PURCHASING GUIDELINES

#### A. Protect employees' right to notify

Driessen's suppliers and contractors must implement measures and policies to allow their employees to freely express any problem related to legality or ethics without fear of reprisals. It is also up to them to take measures to prevent, detect and punish any act of retaliation.

#### B. Consequences of violating these guidelines

If the principles set forth in these guidelines are not respected, the business relationship with Driessen may be reviewed and corrective action shall be taken in accordance with the relevant business contract(s). If no corrective action is taken, Driessen may go so far as to end the business relationship in accordance with the relevant business contract(s).

#### C. Ethics policy

Depending on their size and type of business, Driessen's suppliers and contractors must implement management systems to ensure compliance with laws and regulations, as well as the expectations set forth in

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these responsible purchasing guidelines. Driessen’s suppliers and contractors are encouraged to establish their own guidelines or code of conduct and to communicate their principles to their own suppliers and contractors. Driessen expects its suppliers and contractors to put in place effective programs that encourage their employees to implement the ethical practices above and beyond the requirements of the law, regulations, and contractual obligations.

Important: A secure inbox, [myconcern@driessen-catering.com](mailto:myconcern@driessen-catering.com), can be reached anonymously and is open to suppliers who wish to confidentially report situations that go against ethical practices.

**D. Buyer Training**

Driessen’s suppliers commit to a training plan for their buyers on procurement sustainability towards fostering a more environmentally and socially responsible approach to procurement. By educating buyers about sustainability principles, organizations can empower them to make informed decisions that prioritize ethical sourcing, reduced environmental impact, and social responsibility throughout the supply chain.

**VIII. REPORTING AND TRANSPARENCY**

Driessen’s suppliers should regularly communicate their efforts, achievements, and challenges to stakeholders, including employees, customers, investors, and the public. By providing transparent reports that disclose relevant data and metrics, organizations can showcase their commitment to sustainability and hold themselves accountable for their actions. Moreover, it encourages continuous improvement as organizations can learn from feedback and identify areas for further enhancement. Overall, reporting and transparency foster trust, encourage collaboration, and contribute to the collective efforts towards a more sustainable future.

**COMMITMENT BY SUPPLIERS AND CONTRACTORS**

I, the undersigned, Mr or Ms (first name, surname)....., acting as .....(specify role) ....., authorized to make a commitment on behalf of the company and understanding the principles of the Driessen Responsible Purchasing Guidelines,

Commit to uphold these principles,

To adopt the measures necessary for compliance, and to pass on the content of the guidelines to all of my own suppliers and contractors.

Company name and stamp	Name and role of authorized signatory	Date	Signature