

Tessengerlo Group Supplier Code of Conduct



Tessengerlo Group
EVERY MOLECULE COUNTS

Tessengerlo Group is a diversified industrial group that focuses on agriculture, valorizing bio-residuals, energy and providing industrial solutions with a focus on water. It is a leader in most of its markets.

This Supplier Code of Conduct document lists the requirements with respect to business ethics, social, safety, health, and environmental performance, in line with Tessengerlo Group's guiding principles.

We expect all our suppliers, subcontractors, joint venture partners and agents, hereinafter referred to as "business partners", to comply with these requirements. This code of conduct will be an integral part of the business contracts, and is a prerequisite for business partners to be selected to do business with our group.

We expect our business partners to have similar requirements in their business environment and, if requested, the Business Partner shall inform Tessengerlo Group which other parties they work with.

Should any criteria in this document conflict with national or local law in any country or territory, the law will prevail. In such a case, the supplier must notify Tessengerlo Group immediately, before signing this document. Tessengerlo Group's requirements may go beyond the requirements set out in current law.

The group will review business relationships if any violations are detected and business partners will be immediately requested to adapt or change to meet these criteria.

OUR BRANDS



COMPLIANCE WITH LAWS AND REGULATIONS

All business partners of Tessengerlo Group worldwide shall at all times comply with the applicable laws and regulations of the countries in which they operate, and they are expected and required to comply with the content of the Supplier Code of Conduct. Tessengerlo Group requires honesty and integrity from all its business partners, in all aspects of their businesses.

REJECTION OF CHILD LABOR

Tessengerlo Group expressly does not permit the use of child labor in any form. Business partners have to take all of the necessary preventive measures to ensure that they do not employ anyone below the legal age of employment. This means that business partners must not, unless local law stipulates a higher age limit, employ children younger than the age for completing compulsory education or below 15 years of age (or 14 years only if it is permitted by national law in accordance with ILO convention No. 138). The minimum age for hazardous work is 18 years, in accordance with ILO convention No. 138.

NON-DISCRIMINATION

Business partners must respect all basic human rights¹ and may not discriminate or harass on the grounds of race, color, gender, religion, origin, civil status, family circumstances, feelings or sexual orientation, disability or age. Business partners must support equal opportunities, fairness and diversity and ensure that all employees are treated strictly according to their abilities and qualifications in any employment decisions.

IMPACT ON INDIGENOUS PEOPLE AND LOCAL COMMUNITIES

The Business Partner shall ensure that its operations do not affect the rights of indigenous people and will make efforts to minimize any potential significant impact of its operations on local communities.

FORCED AND COMPULSORY LABOR

Business partners will neither use any forced or compulsory labor nor will they engage in human trafficking or slavery practices of any kind.

FREEDOM OF ASSOCIATION

Business partners need to respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference. In all cases, the rights of employees to open communication, direct engagement, and humane and equitable treatment must be respected.

¹ <https://www.un.org/en/universal-declaration-human-rights>

FAIR REMUNERATION

Business partners will comply, at the very minimum, with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, as well as provide legally mandated benefits. They must ensure an existence worthy of human dignity at all times.

SAFETY AND HEALTH

Business partners should be committed to protecting and improving the safety, health and general well-being of their employees, customers, suppliers and neighbors by taking all necessary precautions, based on an in-depth risk assessment. Business partners are required to make employees' safety a priority at all times.

ANIMAL WELFARE AND ANIMAL TESTING

If applicable to their business, business partners must comply with all laws, statutes, and regulations applicable relating to animal testing and animal welfare².

PROTECTION OF THE ENVIRONMENT

Business partners are expected to demonstrate commitment, take a proactive approach and continuously improve the way of working with respect to protection of the environment. Negative impacts on the environment and climate will be minimized or eliminated at their source or by practices such as the modification of production, maintenance and facility processes, material substitution, conservation, recycling and material reutilization in the evolution towards achieving a green economy. Tessengerlo Group prefers to work with suppliers that make clear efforts to reduce their carbon footprint and encourages its suppliers to create products that are energy efficient, highly recyclable, and which contain significant amounts of recycled materials.

Business partners will act in accordance with the applicable statutory and international standards regarding environmental protection, minimize environmental pollution and make continuous improvements in the area of environmental protection. Resources need to be utilized appropriately and efficiently, and all waste must be disposed of in accordance with applicable laws, rules and regulations, or according to best practices if there is no law in place.

NO CORRUPTION

Business partners must work against all forms of corruption, including extortion and bribery. They will not offer, give, solicit or accept any bribe, whether cash or other inducement, to or from any person or company, wherever they are situated and whether they are a public official or body, supplier or customer, in order to gain any commercial, contractual or regulatory advantage, nor to gain any personal advantage, pecuniary or otherwise. The Business Partner must report any information which they would have evidence of or suspicion about in this respect.

NO ANTI-COMPETITION

The business partners of Tessengerlo Group need to respect the rules of open and fair competition in markets throughout the world. They may not engage in unfair competition such as fixing prices, market agreements or any action that would hinder, restrict or detract from fair competition and thus infringe antitrust legislation or similar laws that regulate competition in the countries in which they operate.

² <https://www.oie.int/animal-welfare>

The companies of Tessengerlo Group require their business partners to maintain adequate documentation to demonstrate their full compliance with the above-mentioned criteria. As a condition of doing business with Tessengerlo Group, business partners and their subcontractors must authorize Tessengerlo Group and its designated agents (including third parties) to perform announced and relevant audits.

_____ (Name of Supplier) has read and understood this document based on the Tessengerlo Group Supplier Code of Conduct and

Fully complies with all criteria and requirements in this document

Name:

Position/Job Title:

Company:

Date

Signature

Place



Tessenderlo Group
EVERY MOLECULE COUNTS