



## **Supplier Code of Conduct**

Corialis is committed to the highest standards of social and environmental responsibility and ethical conduct. Corialis' requires from its suppliers to provide safe working conditions, treat employees with dignity and respect, act fairly and ethically and use environmentally responsible methods wherever products are made or services performed for Corialis or one of its subsidiaries. This Supplier Code of Conduct outlines our expectations regarding labour and human rights, health and safety, environmental protection, ethics, and management practices.

### **Labour and Human Rights**

Corialis believes all employees in our supply chain deserve a fair and ethical workplace. Employees should be treated with dignity and respect. The Supplier maintains the highest standards of human rights.

### **Prevention of Involuntary Labour and Human Trafficking**

The Supplier ensures all work is voluntary. The Supplier does not traffic persons or use any form of slave, forced, bonded, indentured, or prison labour. The Supplier ensures that its third-party recruitment agencies are compliant with the provisions of this Code of Conduct and the applicable national law.

### **Prevention of Underage Labour**

The Supplier only employs persons who are within the applicable minimum legal age for employment. The Supplier may provide legitimate workplace apprenticeship programs for educational benefit that are consistent with Article 6 of ILO Minimum Age Convention No. 138 or light work consistent with Article 7 of ILO Minimum Age Convention No. 138. The Supplier may employ juveniles who are older than the applicable legal minimum age but are younger than 18 years of age, provided they do not perform work that might jeopardize their health, safety, or morals, consistent with ILO Minimum Age Convention No. 138.

### **Working Hours**

The Supplier follows all applicable laws and regulations with respect to working hours and days of rest, and all overtime needs to be agreed upon between employee and employer.

### **Wages and Benefits**

The remuneration received for a standard workweek by a worker in a particular place is sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard

of living include food, water, housing, education, health care, transportation, clothing, and other essential needs.

The Supplier compensates workers for overtime hours at the legal premium rate. Wage deductions are not being used as a disciplinary measure. All use of temporary and outsourced labour is within the limits of national law and UN guidelines.

### **Health and Safety**

Employee health, safety, and well-being is important to Corialis. The Supplier provides and maintains a safe work environment and integrates sound health and safety management practices into its business. Workers have the right to refuse unsafe work and to report unhealthy working conditions. The Supplier obtains, keeps current, and complies with all required health and safety permits.

### **Environment**

Corialis is committed to protecting the environment. The Supplier develops, implements, and maintains environmentally responsible business practices.

The Supplier obtains and complies with all required environmental permits and works according to the reporting requirements of applicable permits and regulations. The Supplier implements a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous and non-hazardous waste.

The Supplier conducts routine monitoring of the performance of its wastewater treatment systems.

### **Air Emissions and boundary noise Management**

The Supplier identifies, manages, reduces, and responsibly controls air emissions emanating from its operations that pose a hazard to the environment. The Supplier conducts routine monitoring of the performance of its air emission control systems. The Supplier identifies, controls, monitors, and reduces noise generated by the facility that affects boundary noise levels.

### **Ethics**

Corialis expects the highest standards of ethical conduct for all of our business partners. The Supplier always acts ethical in every aspect of its business, including relationships, practices, sourcing, and operations.

### **Business Integrity**

The Supplier does not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. The Supplier abides by all applicable local and international anti-corruption laws and regulations of the countries in which it operates.

### **Disclosure of Information**

The Supplier accurately records information regarding its business activities, labour, health and safety, and environmental practices and discloses such information, without falsification or misrepresentation, to all appropriate parties and as required by law.

### **Protection of Intellectual Property**

The Supplier respects intellectual property rights and safeguards customer information. The Supplier manages technology and know-how in a manner that protects intellectual property rights.

### **Community Engagement**

Corialis encourages The Supplier to foster social and economic development and contribute to the sustainability of the society in which it operates. The Supplier records complaints and deals with them accordingly.

### **Management Systems**

Corialis believes that sound management systems and commitment are key to enriching the social and environmental well-being of our supply chain. We hold the Supplier accountable to this Code of Conduct. The Supplier implements or maintains, as applicable, management systems that facilitate compliance with this Code of Conduct and the law. The Supplier identifies and mitigates related operational risks, and works upon continuous improvement.

### **Audits and Assessments**

The Supplier performs periodic evaluations of its facilities and operations, and the facilities and operations of its subcontractors and next-tier suppliers to ensure compliance with this Code of Conduct and the applicable national and international law. The Supplier agrees that (non-announced) audits can be performed by representatives of Corialis.

### **Documentation and Records**

The Supplier maintains appropriate documents and records to ensure regulatory compliance.

March 2021

Johan Verstrepen  
CEO Corialis



Signature page

I, on behalf of the company that I'm representing, hereby acknowledge that I have received, understood Corialis' Supplier Code of Conduct and I declare that the company that I'm representing complies with Corialis' Supplier Code of Conduct.

Date:

Company name:

Signed by:

Function:

Signature: