

# Supplier Code of Conduct

## AVK Nederland Supplier Code of Conduct

### Our mission

We want to be the preferred supplier of our customers and look after their interests. We say what we do, and we do what we say. We are committed to our work and our focus is on providing the best service at the highest level and to exceed expectations. Based on this conviction, we also want to make our contribution in the field of corporate social responsibility. AVK Nederland is part of a chain in which cooperation will give the best results. That is why AVK Nederland wants to invite its suppliers to participate in this process in their own field of activity or within their own sphere of influence.

### Respect Employee Rights

Regarding relations with their own staff, suppliers comply with the legal rules and regulations applicable in the countries where they operate as well as the norms set out by the International Labour Organization (ILO) concerning workers' rights, especially in social security, working hours and conditions, compensation and exercising freedom of association. Suppliers will resort in any way, shape, or form, either directly or through their own subcontractors or suppliers to forced or mandatory labour or to child labour. Finally, they must ensure that their working practices are free of any form of discrimination.

### Respect Occupational Health and Safety

For their own activities, suppliers implement a policy aimed at identifying and preventing risks affecting the health and safety for their staff, customers and the communities surrounding their facilities. They must ensure that their employees fully comply with all applicable health and safety instructions when called out to work on sites.

### Respect the Right to Development

Suppliers guarantee their employees a decent standard of living. They participate as much as possible in the development of countries they operate in and with all types of companies with the respect of this Code.

### Committed to the Environment

AVK expects suppliers to implement policies aimed at limiting the environmental impact during the production and lifespan of the products they supply.

Specific towards:

- The reduction of the impact on ecosystems and biodiversity,

- Optimization of the use of natural resources and energy.
- Emissions reduction of greenhouse gasses, pollutants, and volatile organic compounds, and
- And the reduction of waste released and develop recycling and recovery solutions.

The suppliers ensure traceability in their production and/or supply chain of all materials from every origin.

### Committed to Legal Compliance

Suppliers carry on their activities in strict compliance with applicable domestic and international legal standards. In particular:

- they prohibit any actions liable to falsify or distort free competition or market access or infringe applicable legal rules concerning competition law,
- they reject any form of active or passive corruption in domestic or international transactions, including extortion and bribery, and
- they do not give or receive bribes to obtain undue or improper advantage and they refrain from offering expensive gifts (gifts can include goods, services, personal discounts, vouchers, favors, loans, trips etc.) and extravagant entertainment to AVK purchasers or other counterparts in AVK to influence business decisions.

Suppliers agree to sell only products that comply with national, European, and international laws and regulations, as required by the country of distribution. Suppliers must be mindful that their own suppliers allow them to fully adhere to the principles detailed in this Code.

### Ethical Behavior

Suppliers shall, within their sphere of influence, respect and support the UN Global Compact, including among others the following set of core values and principles in the areas of human rights, labor standards and the environment: Suppliers shall

- support and respect the protection of internationally proclaimed human rights,
- make sure that it is not complicit in human rights abuses,
- uphold the freedom of association and the effective recognition of the right to collective bargaining,
- support a precautionary approach to environmental challenges,
- undertake initiatives to promote greater environmental responsibility, and
- encourage the development and diffusion of environmentally friendly technologies.

AVK expects its suppliers to adhere to the highest standards of moral and ethical conduct.



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## Signature

AVK can monitor compliance with the standards of this Code of Conduct by asking suppliers to provide relevant information. AVK expects suppliers to be committed to the principles by establishing appropriate control systems and following up if they have knowledge of any violations. If there is a violation of the code, the supplier will report this to the purchasing contact person at AVK Nederland within a reasonable period.

By signing, the supplier indicates that they will adhere to the contents of this code of conduct.

Date:

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Formal company name (chamber of commerce):

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Name:

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Job title:

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Signature:

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