Policy

Socially Responsible Purchasing Charter Mervielde Group

Doc. no: P257799
Rev.: 1.2
Date: 10/03/2026
Author: karinm

The Mervielde Group's **Socially Responsible Purchasing Charter** (CSR) contains the objectives and values that govern relationships with suppliers and other business partners. It complements the group's general Code of Ethics.

The Mervielde Group comprises:

- Mervielde nv
- Transport Van Heesvelde nv
- P. Vereecke en Zonen nv

We consider both codes to be binding guidelines for responsible and respectful behaviour.

Our suppliers are recognized as important members of the team that contributes to the Mervielde Group's success. Our goal is to develop relationships with business partners who share the same corporate values and conduct business ethically.

The Mervielde Group adheres to internationally recognized and approved standards in key areas such as international human rights, business ethics and labour practices.

We expect our buyers to do the same and strive to work exclusively with partners who meet this requirement. Failure to comply with this code of conduct may result in termination of the business relationship.

Governance

Compliance with local, national and international laws where we operate is of fundamental importance to the Mervielde Group.

We expect our buyers to adhere to a number of basic principles regarding socially responsible purchasing and ethical conduct.

Corporate governance

We work together to ensure that all purchases are conducted in accordance with high ethical, professional and legal standards. All business partners are treated honestly, openly and respectfully.

We expect the following commitments from our buyers:

- Mechanisms are in place to ensure effective implementation of the anti-corruption and bribery policy:
  - Gifts & Entertainment: Gifts that could influence judgment in their relationship with the supplier will not be accepted;
  - Anti-Competition: Competition will be conducted in accordance with the principles of fair competition under applicable laws and regulations; competition will be reasonable and based on the quality, value, and integrity of the services provided;
  - Conflicts of Interest: Conflicts of Interest will not participate in or attempt to influence decisions under circumstances that could create an actual or perceived conflict of interest. These circumstances may include business or personal interests, economic or otherwise, directly or through a closely associated person;
- Professional secrecy: confidentiality is observed both during and after the termination of business relationships with the Mervielde Group. The buyer will refrain from disclosing the content of confidential information of which they may have possession or knowledge.

Ethical conduct

The Mervielde Group operates with a high degree of integrity and within the limits of the law. We expect our buyers to uphold the highest standards of ethical business conduct and comply with local laws.

The Mervielde Group emphasizes its commitment to preventing violations, fraud and illegal practices in relation to its buyers.

Any form of fraud is prohibited, regardless of its impact on the company's assets or on third parties. Appropriate controls must be implemented to prevent any form of fraudulent activity (such as fraud, theft, embezzlement, misappropriation, tax evasion, tax fraud or money laundering).

The Mervielde Group prohibits the acceptance of bribes in any form, in both the public and private sectors.

We expect our buyers to make the following commitments:

- Maintain clear insight into suppliers' supply chains to understand where products are moved from and to;
- Training will be provided to relevant individuals on environmental and social issues affecting logistics supply chains;
- Procurement standards and practices will be compliant with legal requirements and (contractual) agreements;

- Committed to ensuring that employee well-being and working conditions in the logistics supply chain meet or exceed recognized standards;
- Work-life balance: Strive to maintain a healthy work-life balance as much as possible, while respecting laws and regulations;
- Whistleblowing principle: No retaliation will be tolerated against anyone who has sought advice or who reports ethical or legal violations in good faith;
- No forced or child labour: The buyer will ensure that suppliers and their personnel strictly adhere to international human rights laws and obligations and will exclude all forms of illegal, forced or compulsory labour, including child or prison labour. Supplier employees, including temporary staff, are always subject to a mandatory minimum hiring age.

Human rights

The Mervielde Group promotes non-discrimination based on race, colour, nationality, social origin, age, sex (including pregnancy), marital status, disability, sexual orientation, political opinion or religion.

The Mervielde Group demands that everyone be treated with respect and dignity and that equal opportunities be offered based on merit, with regard to access to jobs, training, promotions and working conditions.

The Mervielde Group rejects any violence, physical, sexual, psychological or moral intimidation, and other abuses of power in the workplace, as well as any other behaviour that creates an intimidating or offensive environment with respect to the individual rights of employees.

The Mervielde Group is committed to respecting human rights in all its activities and throughout its entire value chain. We expect the same from our suppliers, subcontractors and service providers. The Mervielde Group does not use child or forced labour and does not permit anyone to do so on our behalf.

All suppliers must comply with internationally recognized standards, including the Universal Declaration of Human Rights and the ILO core labour standards.

We periodically conduct a human rights risk assessment within our supplier base to identify and mitigate risks of violations, such as forced labour, child labour, discrimination and underpayment.

Suppliers must demonstrate that they:

- Pay workers at least a living wage that meets local standards and covers basic needs;
- Respect freedom of association and collective bargaining;
- Have a policy and grievance mechanism in place to report human rights violations;
- Provide annual proof of compliance through self-assessment or audit.

In the event of violations, the Mervielde Group will, depending on the severity, impose corrective measures or terminate the partnership.

The Mervielde Group does not use child or forced labour and does not authorize anyone to do so on our behalf.

We expect the following commitments from our buyers:

- Ensure the protection of internationally proclaimed human rights at the supplier in question;
- Work only with partners who are actively encouraged to comply with international human rights standards in their work;
- Ensure that the employees of our suppliers are treated fairly and with dignity;
- Ensure that no physical punishment, threats of violence, or any other form of intimidation or physical, sexual, psychologica, or verbal abuse are used;
- Ensure the elimination of discrimination on any grounds (race, creed, colour or religion) and promote equal opportunities in the transport logistics supply chain;
- Freedom of association: Respect the laws and regulations regarding legal forms of labour negotiation and allow all employees the freedom to join or participate in any party or organization;
- Working hours, wages and training: Respect the legal working hours, driving times and rest periods for drivers and conduct regular checks to ensure compliance. Legal minimum rates are adhered to and fair compensation is sought, with attention paid to the development of personal and professional skills.

Environment, sustainability and circular purchasing

The Mervielde Group continuously strives to reduce the environmental impact of its activities, both directly and indirectly.

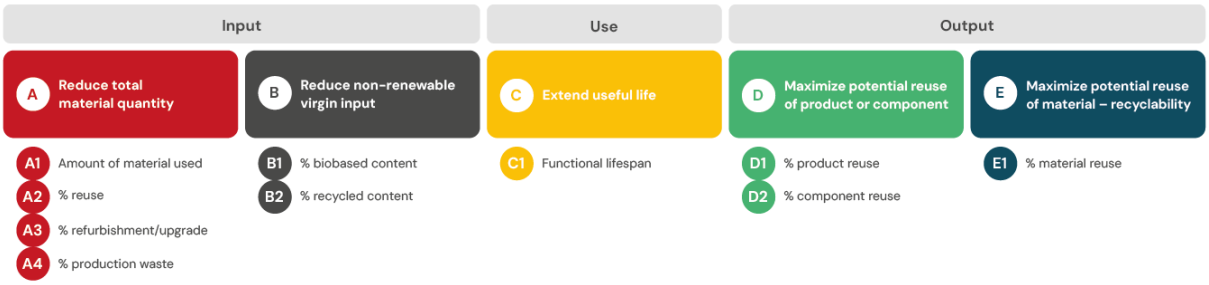
Our suppliers must comply with environmental laws, regulations and internal policies and procedures related to operations and the environment in the countries where they operate. They must ensure that the necessary efforts are made to reduce environmental impact by striving for continuous improvement.

When making decisions, our buyers always consider the following indicators, among others, when selecting suppliers/materials:

- The buyer aims to request multiple quotes from different suppliers, where possible, for the goods/materials to be purchased.
- The buyer ensures with the supplier that the products and services to be purchased meet the Mervielde Group's sustainability requirements. We refer here to the group's Supplier Ethics Code.
- Approved suppliers with whom the Mervielde Group has built a long-standing relationship of trust, who have received a good supplier evaluation and are known to meet all criteria, are also taken into account.
- The **Purchasing Process Flowchart FLCH 89797** for, among other things, Work Equipment: Machinery / Mechanized Tools / Installations / PPE and CPE is also followed.

- The award of the contract is not solely based on price; it is also assessed against the flow below **(*)** and to what extent the product to be purchased complies with it.
- The purchaser will obtain sufficient information and ask the supplier to find alternatives that meet these requirements. Where possible, they will reduce the input of materials, extend their useful life, and ensure potential reuse and/or a high degree of recyclability. The purchaser will also be able to substantiate this through the information received from the supplier.
- The supplier's sustainability policy must be demonstrably adhered to to prevent reputational damage and supply disruptions.

(*)



In concrete terms, this commitment translates into:

- using analysis and optimization to achieve greater environmental protection, prevent pollution, and reduce CO_2 emissions;
- monitoring compliance with applicable legislation and other environmental requirements;
- adhering to standards for waste, discharge and emission management;
- raising awareness and training for all employees who perform activities with a significant impact on the environment.

Health and safety

The Mervielde Group promotes a workplace safety and health plan and implements the necessary preventive measures provided for in current legislation.

It is our responsibility to create working conditions that meet health and safety requirements. Protecting the health and safety of employees in the workplace is a priority.

The group encourages compliance with occupational safety and health standards and programs by its suppliers.

Suppliers commit to contributing to the continued promotion of a genuine safety culture by:

- taking the necessary preventive measures to ensure the safety and health of all employees;
- strictly adhering to applicable safety laws and procedures;
- providing the necessary resources to ensure the safety and health of employees, in accordance with applicable laws and regulations.

Your confirmation as a supplier

We hereby confirm that we have carefully read and understood the above principles.
We commit to do our utmost to comply with the aforementioned charter and to actively promote the implementation of its principles among our employees, suppliers and partners.

Name supplier:

Company stamp:

Name & title:

Date of signature:

Signature: