Supplier policy Corporate Social Responsibility (CSR)

1.1 Introduction

We strive to promote healthy working conditions, human rights and environmental awareness throughout our supply chain. That is why we set the following requirements for all our suppliers, so that together we contribute to sustainable and ethical business operations.

1.2 Human rights and working conditions

Our suppliers must respect fundamental human rights and provide fair and safe working conditions. This includes:

- **Child labour and young workers**: No child labour of any kind is allowed. Young people under the legal minimum age are not allowed to do work that is harmful to their health or development.
- **Wages and benefits**: Employees should be paid fairly and correctly, at a minimum according to legal standards, and including benefits.
- **Working hours**: Working hours must be in line with local laws and respect reasonable rest periods.
- **Modern slavery**: No form of slavery, forced labor, or human trafficking is tolerated.
- **Ethical recruitment**: Employees should not be misled or coerced into work.
- **Freedom of association and collective bargaining**: Workers have the right to organize and negotiate terms of employment.
- **Non-discrimination and harassment**: No form of discrimination, intimidation or harassment will be tolerated.
- **Women's rights and inclusion**: Equal opportunities for women and fair treatment in the workplace.
- **Rights of Minorities and Indigenous Peoples**: Respect for the rights and culture of minorities and indigenous communities.
- **Land, forest and water rights and forced eviction:** Respect for land and water rights and no forced evictions.
- **Use of security forces**: No abuse by private or public security forces against employees or communities.

1.3 Health and safety

Suppliers must guarantee safe and healthy working conditions by:

- Minimizing workplace safety risks.
- Compliance with all health and safety regulations.
- Providing adequate training and protective equipment for employees.

1.4 Business ethics

Ethical business conduct is a core value in our collaboration. This includes:

- **Anti-corruption and anti-money laundering**: No form of bribery, corruption or money laundering is allowed.
- **Data protection and cybersecurity**: Confidential data must be carefully protected.
- **Financial responsibility**: Transparent and accurate financial reporting.
- **Disclosure**: Fair and timely disclosure of relevant information.
- **Fair competition and competition laws**: Compliance with all competition laws.
- **Conflicts of interest**: Openness about possible conflicts of interest.
- **Counterfeits**: No counterfeit parts in the supply chain.
- **Intellectual property**: Respect for intellectual property rights.
- **Export controls and sanctions**: Compliance with all export and sanctions laws.
- **Whistleblowing and protection against retaliation**: Employees should be able to safely report wrongdoing without fear of retaliation.

1.5 Environment

We expect our suppliers to operate in an environmentally conscious way and to minimise their impact by:

- **Reducing greenhouse gas emissions** and energy efficiency.
- **Use of renewable energy** and decarbonization.
- **Sustainable water management** and protection of water quality.
- **Air quality improvement** and responsible chemical management.
- **Sustainable use of raw materials** and waste reduction.

- **Promoting reuse and recycling.**
- **Protection of animal welfare.**
- **Preserving biodiversity and combating deforestation.**
- **Maintaining soil quality and reducing noise emissions.**

1.5.1 Specific requirements per material

- **Aluminium**: Preference for recycled aluminium and suppliers with low CO_2 emissions.
- **Steel**: Sourcing from manufacturers who use more sustainable production methods, such as clean energy and emissions reduction.
- **Rubber**: Use of natural and synthetic rubber from certified, non-deforested areas and without violation of labor rights.

1.6 Supplier management

Our suppliers must also implement these standards in their own chain:

- **Implementation of similar standards at tier-1 suppliers[1].**
- **Binding requirements for tier-1 suppliers to pass standards within the supply chain.**

1.7 Collaboration and transparency

We work with our suppliers to continuously improve purchasing practices. Transparency in the supply chain is essential and we expect our suppliers to provide information about the origin of their materials.

1.8 Compliance and sanctions

RDL Engineering expects all our suppliers to comply with these guidelines and actively contribute to a fair and sustainable supply chain. Non-compliance may result in review or termination of the cooperation.

1.9 Final provision

This policy is reviewed annually and updated as necessary to comply with the latest regulations and best practices in responsible business conduct.

[1] Tier 1 supplier: are direct suppliers of the finished product
Tier 2 supplier: its suppliers or subcontractors for your tier 1 suppliers

SIGNATURE

Director RDL ENGINEERING N.V.

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