

Interparking Supplier Code of Conduct

VERSION 2

Approved by the Board of directors of Interparking SA on 04/12/2024.

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INTERPARKING Supplier Code of Conduct

This Code of Conduct sets forth minimum requirements of any entity providing goods or services to INTERPARKING (hereinafter a “**Supplier**”). These requirements are consistent with INTERPARKING’s values.

1. Values

INTERPARKING fosters the values of honesty, integrity and professionalism as well as a sense of responsibility. INTERPARKING also applies its values and principles in its relations with its various Suppliers (contractors, sub-contractors, advisers, etc.), and in the choice of its partners.

2. Compliance with the Laws

INTERPARKING is proud of its excellent reputation as a trusted car park manager. That is why INTERPARKING refuses to enter into relations with persons or organisations involved in illegal or unethical activities.

Supplier shall therefore ensure that it always operates in full compliance with all applicable Laws, rules and regulations (collectively “**Laws**”).

3. Labor

Supplier shall uphold the human rights of workers and treat them with dignity and respect.

Supplier shall:

- not use or engage in forced labor, slavery or servitude, human trafficking or compulsory labor;
- not engage in any discrimination or harassment, whether based on gender, race, color, religion, ethnicity, social background, age, sexual orientation, national origin, disability, political conviction or any additional legally protected characteristics;
- respect employees’ right to join or not join any lawful organization, including but not limited to trade unions and works councils, and shall comply with all applicable Laws pertaining to freedom of association and collective bargaining.

4. Health & Safety

Interparking is committed to safeguard the health and safety of employees, officers and agents (“**Personnel**”).

Supplier shall take responsibility for the health and safety of its Personnel and ensure a safe work environment.

5. Environmental awareness

At INTERPARKING, environmental considerations are an integral part of our business practices.

Supplier shall comply with regulated substance and product content specifications and with any applicable Laws prohibiting or restricting the use, content or handling of specific substances. To the extent possible, Supplier shall minimize environmental pollution and make continuous improvements to reduce or eliminate solid waste, wastewater and air emissions.

6. Ethics

Supplier shall commit to the highest standards of ethical conduct when dealing with INTERPARKING and its Personnel, suppliers, customers and other relevant stakeholders.

7. Anti-corruption

INTERPARKING is committed to complying with all anti-corruption Laws that prohibit bribes or other corrupt actions to obtain or retain business or obtain any improper advantage.

Supplier shall not directly or indirectly solicit, receive or offer any form of bribe, kickback, or other corrupt payment, to or from any person or organization, including but not limited to government agencies or officials, companies or Personnel of those companies.

8. Application

Supplier shall require its suppliers and/or subcontractors to conform to standards of conduct equivalent to the provisions of this Code. Supplier shall also ensure that its Personnel shall comply with this Code when providing goods or services to INTERPARKING.

9. Adhesion

For any contract or order with a value of more than 500,000 EUR, the Supplier is requested to confirm in writing its adherence to INTERPARKING's values by means of the form attached in Annex 1.

Annex 1: Adhesion form

Supplier's declaration

The undersigned hereby declares to have taken knowledge of the INTERPARKING Supplier Code of Conduct attached herewith, to adhere to its values and to assume in the performance of its professional activity, the commitment to comply with its requirements.

Name:

Address:

Register / VAT N°:

Signature:

Position:

Date:

Annex:

- INTERPARKING Supplier Code of Conduct