

Supplier Code of Eindhoven Airport N.V.

Eindhoven Airport N.V. operates its business with due respect for people, the environment and its surroundings. We can do this only in close cooperation with our suppliers. Truly shaping and giving substance to Corporate Responsibility is possible only if all parties in the chain live up to their responsibilities. As the operator, Eindhoven Airport N.V. plays a leading role. It gives direction to the activities at Eindhoven Airport and indirectly controls the activities of third parties. Eindhoven Airport N.V. therefore asks its suppliers and other contractual partners to do the necessary to comply with and promote Eindhoven Airport N.V.'s standards of conduct. After all, integrity forms the basis of Corporate Responsibility. This Supplier Code explains in further detail what Eindhoven Airport N.V. expects of its suppliers in the area of integrity and Corporate Responsibility.

1. Integrity

1. Compliance with laws and regulations.

Eindhoven Airport N.V. expects its suppliers to operate in accordance with relevant laws and regulations and this Supplier Code of Eindhoven Airport N.V. The supplier must ensure that the third parties it hires also comply with these laws and regulations and this Supplier Code.

2. Anti-corruption

The supplier may not become involved in corruption, exploitation or embezzlement in any form. The supplier must comply with anti-corruption laws and regulations – including but not limited to – the United States Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

3. Contact with employees of Eindhoven Airport N.V.

Eindhoven Airport N.V. expects its suppliers to exercise great restraint in contact with employees of Eindhoven Airport N.V. that goes beyond the business relationship. This specifically includes the following behaviour:

- a. The supplier and employee of Eindhoven Airport N.V. must maintain a seemingly independent position in order to prevent mixing of business and private interests.
- b. It is not permitted for the supplier and employee of Eindhoven Airport N.V. to give private instructions to each other, carry out such private instructions or otherwise privately do business with each other.
- c. The supplier must exercise great restraint in offering business gifts, company visits and events to employees of Eindhoven Airport N.V. and proceed to do so only if a clear business relationship exists.

4. Sponsoring

Eindhoven Airport N.V. applies a strict policy to sponsoring and donations. The supplier must exercise great restraint, on the one hand, in making unsolicited offers of sponsoring to Eindhoven Airport N.V. and, on the other hand, in accepting such offers and proceed to do so only if a clear business relationship exists. The supplier may not sponsor employees of Eindhoven Airport N.V. in their private capacities.

2. Corporate Responsibility

Corporate Responsibility is intertwined with all activities, projects and plans of Eindhoven Airport N.V. Eindhoven Airport N.V. has four Corporate Responsibility themes that it implements at a strategic level:

1. Climate-friendly airports. We are reducing CO2 emissions at our airport and generating sustainable energy.
2. Circular economy. We deal consciously with raw materials and commodities in order to create long-term value.
3. Environment and quality of life. We actively contribute to the region as an attractive residential and working area. We want to be an involved and reliable neighbour and, in dialogue with our stakeholders, we invest in innovative and sustainable initiatives that benefit the quality of life and development of the region.
4. Sustainable employment. We are developing the airport in a sound economic manner through good coordination between education and the job market and an adequate supply of motivated people from diverse backgrounds.

Corporate Responsibility is an important criterion in the procurement processes of Eindhoven Airport N.V.

We therefore expect our suppliers to operate with due respect for the interests of people, the environment and the surroundings and to make demonstrable efforts in creating social and environmental benefits. The frameworks and rules for purchasing activities are included in the procurement policy. Specific arrangements are included in the underlying contracts. It is crucial for partners in the chain to keep each other on their toes. Corporate Responsibility thrives during critical and constructive dialogue. Eindhoven Airport N.V. assumes an active role in this dialogue and is keen to take inspiration from the concrete plans, initiatives and innovations of its suppliers in the area of Corporate Responsibility.

3. Reporting and investigating malpractices

1. Reporting procedure

Eindhoven Airport N.V. expects its suppliers to report any instances of careless, unethical or dishonest conduct, or any other actual or suspected malpractices, as referred to in the Supplier Code:

- via the contact person at Eindhoven Airport N.V., or
- via the Integrity Committee of Eindhoven Airport that deals with these reports carefully and confidentially (integriteit@eindhovenairport.nl).

2. Investigations

Eindhoven Airport N.V. expects its suppliers to cooperate in investigations relating to reports of actual or suspected contraventions of this Supplier Code, as well as in periodic audits to check compliance with this Supplier Code. The supplier must provide Eindhoven Airport N.V., or other parties that are engaged for the purpose of the investigation, with all data and information that is reasonably needed for the investigation.