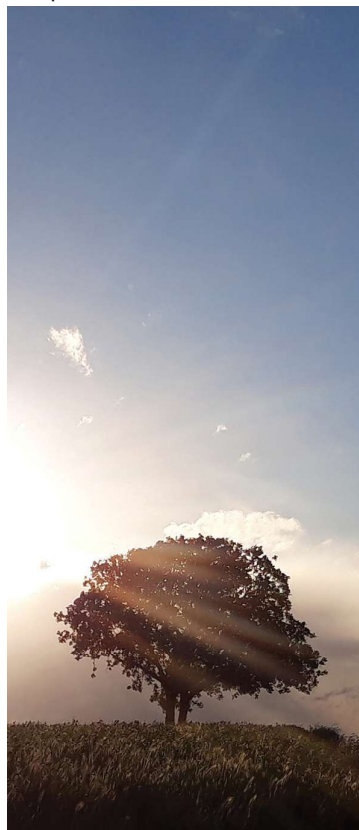




Supplier Code of Conduct



Updated: 09/2026



01 About Ravago

Our Vision

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Scope & Purpose

01 About Ravago

In the true sense of the word, Ravago is a family company. Over the course of the past 60+ years, the family has grown from a local Belgian team, into the international company we are today. Just like the branches of a tree extending from our logo's framework, Ravago has grown outside its original habitat. But it's the roots, our employees, that ensure that the tree stays alive and continues to grow.

Our Vision

Ravago's vision is **'to be at the heart of your life'**. We constantly aspire to have a positive impact at every stage of people's lives. Many products in our day-to-day surroundings that improve our quality of life are made possible thanks to the materials and services provided by Ravago. Ravago therefore invests in and develops businesses that have a noticeable presence in, and a positive impact on as many people as possible.

Our Mission

Our partners are put first in every role within the company, as we believe that they are vital to what we do. As we are a one stop shop for our partners' needs. We offer a broad range of materials and state-of-the-art infrastructure for distribution through efficient supply chains, technical expertise and financial support. Our mission is to be **'committed to our partners to create and deliver the most indispensable materials and services'**. We are also committed to investing in our people and creating a safe and inspiring professional environment where everyone can thrive and continuously grow.

Our Values

Over 10 000 employees across the globe work together embodying the Ravago spirit. Our culture is reinforced by our core values **Human Focus, Professionalism, Entrepreneurship, and Humility**. These are not just buzzwords, but the company's core principles that define who we are, what we stand for, and how we want to be perceived. For us, staying loyal to who we are is crucial - not only because this was Raf Van Gorp's vision for the company, but also because it has proven to be the foundation of Ravago's success and will define our future.

In spite of being a fast-growing multinational, Ravago maintains a family-centric culture by promoting positive interaction not only between employees, but also with

customers and suppliers. Of utmost importance is operational and professional discretion and our ability to objectively manage tasks with an open mind and flexible approach.

Our Goal

Our goal is to achieve sustainable growth, both by nurturing internal talent and by attracting external talent. Ravago operates as an ethical company pursuing excellence, which is only possible thanks to the company's most valuable asset: **the people**.

01 About Ravago

Scope & Purpose

At Ravago, we are committed to conducting business responsibly and creating long-term value through ethical, sustainable, and compliant business practices. Our Suppliers play a critical role in enabling us to achieve this objective and ensuring that our entire value chain reflects our values and commitment to sustainable development.

The purpose of Ravago's Supplier Code of Conduct is to ensure that our Suppliers share and promote Ravago's fundamental values and standards. Ravago continually strives to be a responsible company in all areas, including business ethics, sustainability, human rights, labour practices, environmental protection, health and safety, and corporate governance.

Throughout this Supplier Code of Conduct, the definition "Suppliers" refers to all third parties interacting with Ravago, meaning any party outside the Ravago Group working for or with Ravago, including suppliers, contractors, service providers, customers, agents, consultants, distributors, and other business partners. References to "Ravago" include all entities, subsidiaries, and joint ventures within the Ravago Group structure.

Our Suppliers are responsible for ensuring that they, their employees, contractors, subcontractors, and sub-suppliers conduct business in a responsible, ethical, and lawful manner. We expect Suppliers to comply with all applicable legal and regulatory requirements and to respect internationally recognized standards relating to human rights, labour conditions, environmental protection, health and safety, and business integrity. We further expect Suppliers to promote these principles throughout their own value chains.

We seek a collaborative approach with our Suppliers to drive innovative and sustainable solutions that create positive impacts across our value chain. Together, we aim to build trusted and long-lasting business relationships based on transparency, accountability, continuous improvement, and shared values.

This Supplier Code of Conduct is based on and aligned with internationally recognized principles, laws, regulations, and regulatory frameworks, including, but not limited to:

- The United Nations Global Compact's Ten Principles, derived from:
 - The Universal Declaration of Human Rights;
 - The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work;
 - The Rio Declaration on Environment and Development; and
 - The United Nations Convention Against Corruption.
- The United Nations Guiding Principles on Business and Human Rights (UNGPs).
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The Corporate Sustainability Due Diligence Directive (Directive (EU) 2024/1760 – CSDDD).
- Applicable international conventions, laws, regulations, standards, regulatory frameworks relating to due diligence, supply chain transparency, anti-corruption, human rights, labour rights, forced labour prevention, environmental protection, health and safety, social responsibility, and business integrity, including applicable legislation and regulatory requirements in the jurisdictions where Ravago and its Suppliers operate.

Suppliers must comply with all applicable national and international legal requirements and uphold the principles and expectations described in the Ravago Supplier Code of Conduct. Where local laws or regulations impose stricter requirements than those set out in this Code, the stricter requirements shall prevail.

Suppliers should be prepared to provide evidence of compliance with this Supplier Code of Conduct and any relevant legislation upon request by Ravago.

Breaches of this Supplier Code of Conduct, or failure to remedy such breaches, shall be considered a breach of the contractual obligations of the specific Supplier and may result in revision or termination of the contract with Ravago.



02 Ethical Business Conduct

Business and financial records

Use and Protection of Company Resources

Privacy

Fair competition

Sanctions and Trade Controls

Ethical Business Conduct

Ravago maintains the highest standard of integrity, fairness and ethical behaviour throughout the Group and expects suppliers and third parties to maintain the same standards at all times.

Business and financial records

Business and financial records are essential the success of Ravago. Suppliers must regard the integrity and accuracy of these records with the highest priority and must be accurately maintained at all times. Suppliers must be aware of, and follow, applicable financial laws and regulations and ensure transparency in financial transactions at all times.

Use and Protection of Ravago Resources

Suppliers must respect and protect Ravago resources at all times. Misuse of information technology owned and developed by Ravago is strictly forbidden. Suppliers must take the appropriate steps must be taken at all times in order to protect and secure all intellectual property and immediately report any misuse or abuse. Suppliers must not use or disclose confidential information of Ravago and others in breach of legal or contractual obligations.

Privacy

Suppliers must ensure that the privacy of individuals and their personal data is fully protected in line with the relevant laws and regulations. The GDPR and other applicable privacy laws must be strictly respected and maintained by all suppliers at all times ensuring the implementation of all necessary processes and procedures within their businesses.

Fair competition

Suppliers are expected to compete ethically, independently, openly, fairly and loyally, and to operate in accordance with all applicable antitrust and competition laws. Suppliers must not engage in any unfair, misleading or deceptive trade practices or partake in commercial arrangements that eliminate or discourage competition, or that give them an undue competitive advantage.

Sanctions and Trade Controls

Suppliers must conduct all business in compliance with all obligations and limitations arising from global trade restrictions, economic sanctions, anti-boycott laws as well as all national and local trade controls.

Transparency increases trust.



03 Human Rights

Equal Employment

Child Labour

Forced Labour & Modern Slavery

Trade Unions, Collective Bargaining and
Freedom of Association

Wages and working conditions

Human Rights

All suppliers must recognise the general principles of human rights and uphold the greatest respect for labour and employment laws across the world, including the laws on the prohibition of child labour. Ravago is committed to ensuring the highest level of transparency within its own business and strict adherence to all applicable laws in every operational area and expect all suppliers to ensure the same level of commitment.

Equal Employment

Suppliers must provide equal employment opportunities to all employees and applicants regardless of race, color, national origin, sexual orientation, gender, gender identity or expression, disability, religion or any other factor protected by law. Hiring, promotion, compensation and any other employment related matters are based solely on job-related factors. Suppliers must create an environment of mutual respect, free from any form of harassment and unprofessional behavior. Any conduct or statements that are degrading, offensive, humiliating or intimidating are not tolerated under any circumstances.

Child Labour

Child labour is strictly prohibited in all instances. In line with the UN Convention on the Rights of the Child, anyone under the age of eighteen is considered a child and thus, is offered additional protection in regard to child labour. Suppliers must strictly maintain the standards mandated in the ILO Conventions, the UN Convention on the Rights of the Child (1989) as well as any other applicable national and international laws.

Forced Labour & Modern Slavery

Suppliers must ensure that all forms of forced labour are strictly forbidden and that all their employees are employed on a voluntary basis. All and any type of forced or bonded work or slavery must be strictly forbidden under all circumstances and all employees must be free to terminate their employment agreement at any time, provided the required notice period outlined therein is respected.

Trade Unions, Collective Bargaining and Freedom of Association

The right of workers to form and join trade unions, to collective bargaining and engage in peaceful assembly must be respected by suppliers at all times. Suppliers must ensure that their employees are able to raise concerns and issues without fear of negative consequences or reprimand.

Wages and working conditions

Suppliers must appropriately compensate their employees in line with relevant local and international regulations. This includes requirements relating to minimum wage, the amount of holidays, overtime and other benefits. Suppliers must respect and uphold legal working hours and conditions at all times. Ravago has taken multiple actions to verify the absence of forced labour, slavery and human trafficking within its group and supply chain and expect all suppliers to regularly carry out sufficient due diligence to ensure the same standard is maintained throughout their supply chain. Suppliers must implement a risk assessment policy and an internal audit system, including a human rights due diligence process ensure the standards outlined in this policy are maintained.



04 Health & Safety

Prevention of Injury and Abuse

Safe Working Environment

Equipment and Hazardous Materials

Reporting Health and Safety Concerns

04

Health & Safety

The health and safety of employees is of vital importance within Ravago and Suppliers are expected to regard it with the same value. Suppliers have a responsibility to ensure that working conditions must be safe for all employees and the risk of injury or personal damage in any way must be kept to a minimum.

Prevention of Injury and Abuse

Suppliers must take all necessary action to prevent injury, illness, damage and loss occurring from and during business operations. Suppliers must not subject their employees to any form of harassment, abuse or other form of intimidation whether it be physical, sexual, verbal or psychological. Erratic, abusive or hostile behavior must not be tolerated in any form in the workplace.

Safe Working Environment

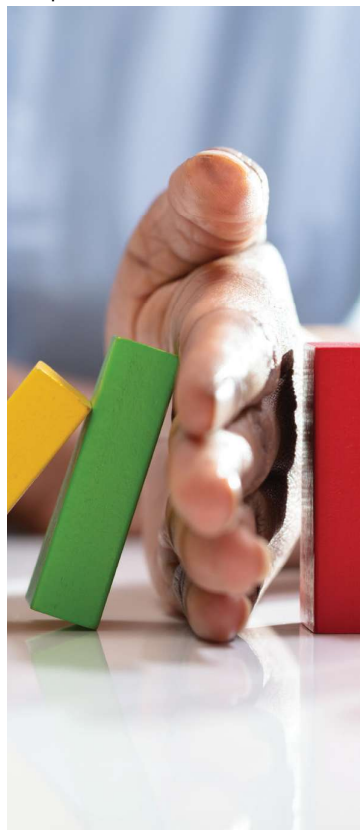
Suppliers must provide a safe and hygienic environment for all employees, including permanent access to clean drinking water, sanitary toilet facilities and appropriate space to store food. Employees should be given sufficient health and safety training sessions and health and safety policies should be available in a language understood by all employees. Suppliers must ensure that their employees do not carry out any work under the influence of alcohol or other substances.

Equipment and Hazardous Materials

Suppliers must guarantee that all machines are regularly evaluated to quickly identify any potential safety breaches or hazards and provide adequate personal protective equipment, clothing and tools to all employees who could be exposed to dangers or hazards whilst carrying out their function. Suppliers must provide training on how to use appropriate equipment and hazardous. Suppliers must ensure that no one under the age of eighteen shall be employed to work in hazardous situations and conditions, in line with the Ravago human rights policy.

Reporting Health and Safety Concerns

Suppliers must implement systems through which their employees can report and follow-up on health and safety incidents and concerns without fear of negative consequences.



05 Anti-corruption & Bribery

Objective and Scope

Applicable Legislation

Gifts and entertainment

Conflict of interests - Bribery and corruption

Anti-corruption & Bribery

Through financial integrity and strong governance, Ravago has become the well-respected company it is today. Ravago is committed to maintaining the highest ethical and legal standards within its business relationships throughout the world, including the relationship it has with governmental institutions and officials. This Policy establishes Ravago's global standards regarding the prevention of corruption and provides the minimum standard that suppliers must uphold.

Objective and Scope

Ravago has a zero tolerance policy towards bribery and corrupt conduct in any form. All Ravago partners and suppliers are expected to conduct themselves with honesty, fairness and high ethical standards, as well as abide with all anti-corruption/anti-bribery laws and avoid even the perception of impropriety. Situations in which personal interests of any personnel conflict, or appear to conflict, with those of the company will be avoided at any time. This includes any activity or action which may cause others to doubt our fairness, lead to biased decisions being taken or interferes with our ability to perform our job in an objective manner. The below Ravago values must always be considered by suppliers when conducting business.

Applicable Legislation

As a global enterprise, Ravago complies with all applicable laws, including the US Foreign Corrupt Practices Act (FCPA), the UK

Bribery Act, the United Nations Convention against Corruption (UNAC) and other similar anti-corruption laws around the world.

Under these laws, it is forbidden to not only offer a bribe, but also accept a bribe. This means that it is a crime to pay or promise anything of value in order to influence an act or decision in order to obtain, retain or direct business or secure an improper advantage of any kind. It is also a crime to accept anything of value in these circumstances.

Gifts and entertainment

When offering gifts and entertainment to Ravago employees, suppliers must not offer anything that could compromise - or appear to compromise - the objective evaluation of the supplier's offer. All cash, or equivalent gifts, are not permitted, regardless of the amount. Professional entertainment is allowed provided there is a legitimate business purpose and it is reasonable and appropriate for the occasion.

Conflict of interests - Bribery and corruption

Contracts must be awarded based on purely commercial factors, such as price, quality, service and supply abilities. Bribes are prohibited in all areas of our activities and supply chain. Suppliers must not offer nor receive bribes or kickbacks at any stage of negotiations.



06 Sustainability

Environmental Management

Climate, Energy and Resource Efficiency

Pollution Prevention

Plastic Pellet Spill prevention

Supply Chain Due Diligence

Use of Electronic Signatures

Sustainability has been part of Ravago's business model since its founding in 1961. We are committed to conducting business responsibly and creating long-term value for our customers, employees, communities, and the environment. Our sustainability strategy is built around three pillars that guide our actions and expectations across the value chain: Sustainable Solutions, Responsible Operations, and Empowered People. Suppliers are expected to support Ravago's sustainability strategy principles.

Ravago Sustainability strategy

Ravago's sustainability strategy is available on our website: <https://ravago.com/en-BE/sustainability>

1. **Sustainable Solutions:** We promote circularity and responsible resource use by advancing recycling, sustainable products, and innovative solutions that contribute to a more sustainable future.
2. **Responsible Operations:** We are committed to reducing the environmental impact of our operations and value chain through responsible environmental management, climate action, resource efficiency, pollution prevention, and initiatives such as Operation Clean Sweep®. We are committed to providing safe workplaces for all our workers.
3. **Empowered People:** We provide inclusive workplaces, respect human rights, support employee development, and contribute positively to the communities where we operate.

Suppliers are expected to support Ravago's sustainability principles and conduct their business responsibly. They must comply with applicable human rights and labour standards, provide safe and healthy workplaces, comply with environmental laws, and manage their environmental impacts responsibly.

Upon request and where reasonable and applicable, strategic suppliers should be able to provide relevant sustainability and product compliance information, including carbon footprint data, recycled content, waste and water performance metrics, ESG

questionnaire responses, and other compliance-related information.

Environmental Management

All Ravago Suppliers are expected to comply with applicable environmental laws, regulations, permits, and reporting requirements. Suppliers maintain appropriate environmental management processes and controls. Certification to ISO 14001, EMAS, or an equivalent environmental management system is encouraged.

Climate, Energy and Resource Efficiency

Ravago Suppliers take reasonable measures to improve energy efficiency and reduce greenhouse gas emissions associated with their operations and supply chains, including logistics. Strategic suppliers monitor and report greenhouse gas emissions and establish improvement plans consistent with international climate objectives. Suppliers promote the efficient use of energy, water, and other natural resources. Suppliers support circular economy principles through waste reduction, reuse, recycling, and responsible resource management.

Pollution Prevention

Suppliers minimize waste, emissions, and other environmental impacts arising from their activities. Suppliers are expected to handle chemicals, hazardous substances, and waste responsibly and in accordance with applicable regulations. Suppliers implement appropriate measures to prevent spills, leaks, and other forms of environmental contamination.

Biodiversity and Natural Resources

Suppliers identify, prevent, and minimize impacts on biodiversity and ecosystems arising from their operations. Where relevant, Suppliers should promote the responsible use of natural resources, avoid activities that contribute to habitat degradation or deforestation, and implement measures to protect biodiversity in accordance with applicable environmental regulations and industry best practices.

Plastic Pellet Spill Prevention

For Suppliers involved in the manufacture, handling, storage, processing, or transport of plastic materials, pellets, flakes, or powders, Ravago expects Suppliers to Implement measures to prevent material loss to the environment and support the objectives of Operation Clean Sweep® or equivalent initiatives where relevant.

Supply Chain Due Diligence and Responsible Sourcing

Ravago applies responsible sourcing and risk-based due diligence in line with applicable legal requirements and as part of its commitment to responsible business conduct. Suppliers are expected to identify, prevent, mitigate, and address actual or potential adverse impacts within their operations and supply chains, with particular attention to risks related to human rights, labour rights, environmental impacts, and business integrity. To support Ravago's due diligence process, Suppliers may be requested to provide relevant information, complete assessments, or participate in ESG reviews where reasonably required. Based on identified risks, Suppliers may also be requested to demonstrate compliance with these expectations through existing assessments, certifications, audits, ratings, or equivalent evidence.

Use of Electronic Signatures

Since 2020, it has been Ravago's policy to use electronic signatures for all signature requests across the group. As well as increasing the efficiency and speed of processes, electronic signatures are significantly more sustainable than carrying out wet-ink signatures, which is reliant on the printing, scanning and sending of documents. From 1st January 2020, Ravago extended the use of electronic signatures to third parties. We expect Suppliers to use electronic signatures as much as possible not only to improve efficiency but primarily to enforce more sustainable business practices.



07 Reporting Concerns and Violations



Reporting Concerns and Violations

Reporting Concerns and (suspected) Violations (Grievance)

At Ravago, we strive to live by our values and conduct our business in accordance with the highest legal and ethical standards. We expect the same commitment from our Suppliers.

Any actual or suspected violation of this Supplier Code of Conduct, applicable laws, regulations, or ethical business practices should be reported promptly.

Concerns and suspected violations may be reported by anyone, whether internal or external to Ravago, in a confidential manner and, where permitted by applicable law, anonymously through Ravago's external whistleblowing platform: <https://ravagoexternals.integrityline.com>

Ravago does not tolerate retaliation against any person who, in good faith, raises a concern, reports a potential violation, or participates in an investigation. Suppliers are expected to cooperate fully with any reasonable inquiry relating to compliance with this Supplier Code of Conduct.

Reviewed and updated:

Signed by:

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Michiel Allaerts
CFO

Reviewed and accepted by Supplier:



www.ravago.com

