

Ravago Anti-Slavery & Human Trafficking Statement

Ravago has taken multiple actions to verify the absence of forced labour, slavery and human trafficking within its group and supply chain.

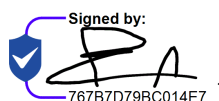
- Ravago's code of conduct is the foundation of the business culture and part of the code is shared on the website : <https://ravago.com/en-BE/policies>
- This code of conduct confirms Ravago's commitment to performance with integrity and respect for human rights.
- This anti-slavery & human trafficking statement must be read alongside the Code of Conduct.
- The guidelines provided in this code of conduct apply to all employees of the Ravago-group at all levels. The code of conduct is part of the employment contracts and may be amended at any time.
- Ravago has a risk assessment policy and internal auditing system in place to ensure that this statement is effective. A human rights due diligence is implemented in this internal auditing system.
- Our zero-tolerance approach to modern slavery is shared with our business partners by exercising on-site audits, risk screenings, etc. ...
- We expect the same high standards from all our business partners and as part of the contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude whether adults or children, and we expect that our business partners will hold their own business partners to the same high standards.
- Ravago is committed to ensure there is transparency within its own business and requires strict observance of all applicable labour and employment laws wherever Ravago operates around the globe. This includes supporting the prohibition of forced, compulsory and child labour.

Future

Ravago is committed to take further appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chain. Ravago will assess any instances of non-compliance with on a case-by-case basis and will then tailor remedial action appropriately.

This statement will be reviewed annually.

For Ravago Group

Signed by:

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Michiel Allaerts
CFO Ravago Group
08/10/2025