



**SUPPLIER CODE OF CONDUCT
2022**

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1. INTRODUCTION

We recognize that our business influences the livelihoods of many people around the world and we have the responsibility to conduct our business in a safe, fair, ethical and transparent manner.

We have developed a Responsible Sourcing Program to embody our commitment to conduct business with integrity, openness, and respect for universal human rights and core labor principles throughout our operations. This standard goes beyond industry norms or local regulations and has been designed to encourage a dynamic transformation of our sourcing and related production activities.

Our Future-Fit goals are linked to the United Nations Sustainable Development Goals and have been established to achieve sustainable development within our organization. In order to achieve these targets, we invite you, our suppliers, to unite behind our visions and share our expectations in order to support our high ambitions in terms of product safety and quality, sustainability and business ethics. All our norms and values are listed in this Code of Conduct.

2. SCOPE

This 'Supplier Code of conduct' applies to all suppliers and their employees, sub-contractors providing products, raw materials and related services to Rhumveld.

The Supplier Code sets out the essential, minimum requirements expected from each supplier and the suppliers' commitments under applicable laws and contractual arrangements. These mandatory requirements can be found in at the beginning of each chapter.

Our Responsible Sourcing Program goes beyond mandatory legislation. We embrace a continuous improvement approach and expect the same from our suppliers. We encourage our suppliers to join our journey towards best practice and adhere to the "Guidance for Continuous Improvement" which goes beyond the essential minimum requirements. This Guidance can be found in the italic paragraphs following the mandatory requirements.

3. QUALITY & PRODUCT SAFETY

The supplier ensures that all products, materials and services supplied to Rhumveld shall strictly meet the agreed requirements and specifications and be compliant with all applicable laws and regulations.

The supplier immediately informs Rhumveld if it becomes aware of any fact or suspicion that may indicate a regulatory, quality, safety or labeling problem affecting the supplied products or Rhumveld products.

Wherever possible and requested, the supplier should provide traceability of the material along the upstream supply chain.

4. COMPLIANCE WITH LAWS AND REGULATIONS

The supplier strictly complies at all times with all applicable laws and regulations in force and effect at their legal seat, the place of performance and the place of delivery and final destination of the products and services.

Prevention of bribery and corruption

The supplier conducts its businesses in compliance with applicable anti-bribery, anti- corruption and anti-money laundering laws.

The supplier shall not engage in bribery or other corrupt or unlawful practices to advance the supplier's or Rhumveld business interests or to influence the acts or decisions of relevant decision makers, including government officials as well as private individuals.

Fair competition

The supplier conducts its businesses in compliance with applicable competition and anti- trust laws. The supplier shall not engage in any unlawful practices, including but not limited to price fixing, market sharing and market splitting, sharing of confidential and commercially sensitive information or agreeing to limit sales or outputs for the purpose of restricting or deferring the fair competition and free market, notably when acting in concert with third party competitors.

Confidentiality & data privacy

The supplier shall keep strictly confidential any commercial, operational or technical information in respect of the business with Rhumveld and shall not without the prior written consent of Rhumveld, disclose to any persons, or grant access to any person, any confidential information for any other purpose than as required for the successful performance the supplier's contractual obligations.

Personal information, such as of clients and employees, is processed and stored in accordance with data privacy regulations.

Adherence to sanctions

The supplier conducts its business, including sourcing of materials, in a manner that will not result in the supplier or Rhumveld being in breach of any applicable trade sanctions and embargoes.

5. PREVENTING CONFLICT OF INTEREST

The Supplier shall avoid any situations, such as offering gifts, hospitality, entertainment or other favors where an individual's private interests may conflict with the interests of the supplier and/or Rhumveld or where such situations might impair fair and objective judgement.

6. COMPLIANCE WITH INTERNATIONAL LABOR STANDARDS

The supplier respects and complies with international labor standards as defined by core conventions of the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights.

Freely chosen employment

All employment must be freely chosen. Forced, bonded, indentured labor and any other form of slavery or human trafficking are prohibited. This includes that the supplier ensures that throughout the hiring process no monetary deposits or legal documents such as original identification documents are collected from employees and also abstains from any other activity that creates involuntary dependency. The supplier furthermore ensures that the workers' freedom of movement does not get restricted in any way and that workers are free to leave the premises. Involuntary prison labor is not to be used. All work will be voluntary, and workers must be free to leave upon giving reasonable notice.

The supplier conducts a risk assessment with regards to modern slavery in its supply chains and implements measures to address the identified risks.

No child labor

The term "child labor" refers to work that is mentally, physically, socially, or morally dangerous and harmful to children, and interferes with their schooling. The supplier does not recruit or engage the use of child labor and respects and realizes the principles of ILO Convention No. 138, on the minimum age for admission to employment and work, and ILO Convention No. 182, on the worst forms of child labor.

When employing workers below the age of 18, the supplier demonstrates that the employment of young workers does not expose them to undue physical risks that can harm physical, mental or emotional development.

The supplier has implemented management systems to monitor and address the risk of child labor in its supply chains. When cases of child labor are identified, the supplier takes responsible remediation measures. The supplier immediately removes the child from the situation causing harm, ensuring that such measures do not worsen the wellbeing of the affected child and its dependents. Additionally, the supplier should engage with local governments, NGOs and other stakeholders in order to address the underlying issues of child labor prevalence.

Freedom of association

The supplier respects the legal rights of employees, as applicable, to join or to refrain from joining worker organizations of their choice, including trade unions, and to bargain collectively.

Legal and fair competition

The supplier operates in full compliance with applicable laws and regulations regarding wages, work hours, benefits and binding agreements, including overtime work, overtime premiums and other pay arrangements. The supplier compensates employees at least in accordance with the industry and local labor market. Deductions from wages as a disciplinary measure shall not be permitted. Furthermore, the supplier provides all workers with written information in a language understood by the worker about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

The supplier ensures that the compensation paid to workers for regular working hours provides an adequate standard of living for employees and their dependents.

Prevention of excessive working hours

The supplier complies with applicable laws with respect to the number of working hours per day and the number of days worked in a week. All overtime must be voluntary.

No discrimination

The supplier will not discriminate based on a person's race, gender, age, nationality, marital status, ethnic origin, religion, sexual orientation, membership in trade unions or other worker organizations or political affiliation. The Supplier will hire, compensate, promote, discipline, and provide other benefits or conditions of employment based on an individual's performance and ability to do the job.

Respect and dignity

The supplier treats all employees with respect and does not engage in or support the use of physical punishment, threats of violence, verbal, physical, mental, sexual or any other form of abuse or harassment.

Safe and healthy working conditions

The supplier provides employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Adequate steps are taken to prevent accidents and injury to health in the course of work, by minimizing the causes of hazards inherent in the work environment. The supplier protects employees from exposure to hazardous materials and provides personal protective equipment to workers where required free of charge. All facilities provided for use by employees, including dormitories, are clean and safe. In addition, the supplier provides employees with access to potable water and clean sanitation facilities.

The supplier also ensures emergency preparedness, including adequate provision, signage and communication of emergency exits and procedures. Employees are regularly trained to ensure they are adequately protected.

7. ENVIRONMENTAL MANAGEMENT

The supplier meets all applicable legal environmental requirements. The supplier also obtains, keeps and updates all required environmental permits and registrations.

Environmental impact

The supplier minimizes its negative impacts on the environment, particularly on climate and biodiversity and implements measures to protect soil and water bodies. The Supplier uses natural resources sustainably.

In order to identify, manage and mitigate environmental impacts, and to document compliance and continuous improvement, the supplier implements an internationally recognized environmental management system. The supplier sets and publicly communicates targets in the domain of environmental protection. The supplier implements relevant measures, and among others actively applies better production processes and technologies in order to reduce its environmental impact. The supplier engages in research and development of more environmentally friendly products or services. The supplier shares best practice with its suppliers and implements measures to reduce environmental impact throughout its entire supply chain.

Emissions

The supplier actively manages its emissions, especially with regards to greenhouse gases. This includes efforts and strategies to measure and reduce the company's emissions.

The supplier is publicly reporting on its greenhouse gas emissions, including emissions of upstream activities, in line with the GHG Protocol Corporate Accounting and Reporting Standard as well as its emissions of other hazardous substances and has set targets and strategies to reduce its overall climate impact. In order to do so, the Supplier is encouraged to engage in science-based target setting. Ideally, the supplier is able to report the emissions intensity by product.

Deforestation and biodiversity

The supplier ensures that its operations do not directly contribute to deforestation or loss of biodiversity. The supplier conducts due diligence on commodities associated with deforestation in its supply chain.

Prior to establishing new operations or expanding existing ones, in addition to obtaining all legal concessions, the Supplier conducts due diligence which combines biodiversity, carbon conservation, and social considerations.

The supplier publicly commits to deforestation-free operations and supply chains, has systems in place to monitor compliance and progress of its supply chain with regards to this commitment and takes immediate actions in case of breaches.

Respect for local communities

The supplier respects the rights of indigenous communities and the local populations in the places where it operates as well as in its supply chain. The supplier applies the UN-principle of free, prior and informed consent (FPIC).

8. IMPLEMENTATION OF THE SUPPLIER CODE

Supply Chain

The supplier actively communicates the provisions in this Code to its own suppliers and is expected to initiate, maintain and verify a process of continuous improvement towards sustainable practices in the entire upstream supply chain, in line with the requirements and principles set forth in this document.

The supplier has formulated mandatory sustainability requirements for its suppliers and subcontractors in a comprehensive Supplier Code. The supplier actively communicates these requirements to its suppliers and verifies compliance with these requirements based on a risk approach.

Implementation Guidance

In order to ensure compliance with all the topics of the Supplier Code, the supplier:

- Formulates policies
- Defines and assigns roles and responsibilities
- Implements procedures
- Communicates on these topics to employees and relevant third parties
- Provides sufficient training to its employees and subcontractors
- Monitors the compliance to the policies and procedures
- Implements corrective actions
- Reports on its progress on these topics

Monitoring Compliance

We expect the supplier to take all necessary steps to inform its employees, agents and sub-contractors of the principles set forth in the Supplier Code and to take appropriate action to ensure understanding of and compliance with its principles. Rhumveld expects the supplier to maintain necessary documentation to demonstrate compliance with the principles stipulated in this Supplier Code and reserves the right to audit the supplier's compliance with these principles.

Generally, suppliers will be asked to undergo an Ecovadis audit and share the scorecard with Rhumveld through the Ecovadis platform. If areas of non-compliance are observed, the supplier will be asked to take corrective action.

9. SUPPLIER DECLARATION

I hereby confirm that:

- We have received and taken due note of the Rhumveld Supplier Code of Conduct
- We are aware of all relevant laws and regulations of the country or countries in which our company operates
- We will inform Rhumveld in case of conflict between provisions of the Supplier Code of Conduct and any applicable laws or regulations in our countries of operation
- We will observe and conform to the Supplier Code of Conduct.
- We will communicate as appropriate to our employees, agents and subcontractors the terms of the Supplier Code of Conduct and ensure that they comply with the provisions therein
- We will provide upon Rhumveld's request relevant documentation supporting our compliance with the Supplier Code provisions

Signature: _____

Name: _____

Title: _____

Name of company: _____

Company address: _____

Date: _____