

# CODE OF CONDUCT IKANBI GROUP

IKANBI GROUP, its subsidiaries (hereafter designed as "IKANBI") and its Suppliers and Subcontractors share the principles which are included in this Code of Conduct.

The personal which are working for IKANBI and subsidiaries receive and accept to sign a **Code of Conduct and Deontology** when they begin to work with us.

## 1. ETHICS

To meet social responsibilities, IKANBI conduct his business in an ethical manner and act with integrity. Ethical requirements include, but are not limited to, the following aspects:

### **Business Integrity**

IKANBI do not practice nor tolerate any form of corruption, extortion or embezzlement. IKANBI do not offer or accept bribes or other unlawful incentives to/from their business partners or other parties. The Suppliers must not offer to IKANBI employees gifts or any other kind of personal benefit resulting from the relationships with the Suppliers.

### **Fair Competition**

IKANBI conduct his business in line with fair competition and in accordance with all applicable anti-trust laws.

### **Privacy & Intellectual Property**

IKANBI safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

## 2. HUMAN RIGHTS & WORKING CONDITIONS

IKANBI and Suppliers recognize the Universal Declaration of Human Rights and act accordingly. They shall protect the human rights of their employees and treat them with dignity and respect. This includes the following aspects:

### **Child Labor Avoidance**

We do not tolerate child labor in our activities and supply chain. IKANBI and Suppliers must avoid any sort of child labor in their business operations consistent with the United Nations Global Compact principles.

### **Freely Chosen Employment**

We do not tolerate slavery, servitude and forced or compulsory labor and human trafficking in our supply chain and by IKANBI.

### **Diversity and Inclusion**

Equal treatment of all employees is a fundamental principle of IKANBI and Supplier's corporate policy. No discrimination shall occurred based on race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law.

### **Fair Treatment**

IKANBI and Suppliers provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment. Furthermore, suppliers are expected not to unfairly terminate any employment contract.

### **Working Hours, Wages and Benefits**

Working hours for IKANBI and Suppliers' employees will not exceed the maximum set by the applicable national law. Compensation and benefits paid to employees will comply with applicable national wage laws and ensure an adequate standard of living. Suppliers are expected to provide their employees with fair and competitive compensation and benefits.

### **Freedom of Association**

IKANBI and Suppliers are committed to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, IKANBI and Suppliers will respect the rights of their employees to associate freely, join labor unions, seek representation and join works councils.

### 3. ENVIRONMENT, HEALTH, SAFETY & QUALITY

IKANBI and Suppliers are taking a proactive approach and continuously improve the way of working with respect to protection of the environment. This includes:

- energy saving and reduction of emissions of carbon dioxide and other harmful greenhouse gases;
- promoting waste sorting, processing and recycling;
- limiting water consumption and improving water quality;
- preventing local pollution
- reducing sources of artificial noise and light;
- preserve biodiversity;
- preventing the use of resources the extraction of which harms the environment;
- limiting the harmful impact of a product on the environment during the product's useful life;
- having an environmental management system in place

Negative impacts on the environment and climate will be minimized or eliminated at their source or by practices such as the modification of production, maintenance and facility processes, material substitution, conservation, recycling and material reutilization.

IKANBI and Suppliers are expected to provide a safe and healthy working environment and to operate in an environment-friendly manner. This comprises the following aspects:

#### **Quality Requirements**

IKANBI and Suppliers will meet generally recognized or contractually agreed quality requirements in order to provide goods and services that consistently meet clients and IKANBI's needs.

#### **Health, Safety, Environmental and Quality Regulations**

IKANBI and Suppliers will comply with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations will be obtained, maintained and kept up-to-date. IKANBI and Suppliers will fulfill their operational and reporting requirements.

#### **Occupational Health and Safety**

IKANBI and Suppliers will protect their employees from any chemical, biological and physical hazards, as well as from risks associated with any infrastructures used by their employees. Suppliers will provide appropriate controls, safe work procedures, preventative maintenance and necessary technical protective measures to mitigate health and safety risks in the workplace. When hazards cannot be adequately controlled by these means, suppliers will provide employees with appropriate personal protective equipment. A safe and healthy working environment also includes as a minimum potable drinking water, adequate lighting, temperature, ventilation and sanitation and, if applicable, safe and healthy company living quarters.

#### **Emergency Preparedness, Risk Information and Training**

IKANBI and Suppliers will make available safety information on identified workplace risks and suppliers' employees will be correspondingly trained to ensure they are adequately protected. Suppliers will identify and assess likely and potential emergency situations in the workplace and minimize their impact by implementing emergency plans and response procedures.

### 4. CORPORATE GOVERNANCE

IKANBI and Suppliers are implementing management systems to facilitate compliance with all applicable laws and to promote continuous improvement with respect to the expectations set forth in this Supplier Code of Conduct. This includes the following aspects:

#### **Legal and Other Requirements**

IKANBI and Suppliers will comply with all national and international applicable laws, regulations, contractual agreements and generally recognized standards. They will ensure that they have all the necessary permits and observe the principles of good corporate governance with a focus on continuity and integrity.

#### **Communication of Sustainability Criteria in Supply Chain**

IKANBI and Suppliers will communicate the principles set forth in this Supplier Code of Conduct to their supply chain.

#### **Risk Management**

IKANBI and Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.

**Documentation**

IKANBI and Suppliers are expected to develop adequate documentation to demonstrate that they share the principles and values expressed in this Code of Conduct.

**Training and Competency**

IKANBI and Suppliers establish appropriate training measures to allow their managers and employees to gain an appropriate level of knowledge and understanding of the contents of this Code of Conduct, the applicable laws and regulations and generally recognized standards.

**Continuous Improvement**

IKANBI and Suppliers are continuously improve their sustainability performance by implementing appropriate measures.

**5. OTHER**

This Code of Conduct is an integral part of all contracts between IKANBI and its suppliers and clients. If suppliers fail to comply with any part of the Code of Conduct, they will be expected to take immediate remedial actions.

**SIGNATURE:**

Date: 10 / 02 / 2023.

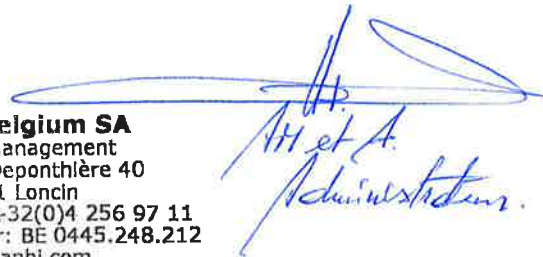
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