



Supplier Code of Conduct Associated Weavers NV

At Associated Weavers NV (AW) we are committed to conducting business in an ethical, responsible and environmentally friendly manner. As our suppliers are essential in achieving these goals, we expect them to share this commitment. We therefore have established underlying Supplier Code of Conduct (SCC) to define our key expectations and standards regarding the conduct and operations of our suppliers.

By underwriting this SCC, you as one of our suppliers confirm to operate your business in an ethical, responsible and environmentally friendly manner and to adhere to the below stipulated expectations and standards.

Definitions:

“Supplier” means any organization, person, or entity (and any subsidiaries or affiliates of such organization, person or entity), including its subcontractors, that provides goods or services to AW.

Expectations and Standards:

1. Compliance with Laws

Suppliers must comply with all applicable governmental laws, rules and regulations. This includes, but is not limited to, applicable laws, rules and regulations relating to environmental protection, anti-corruption, antitrust, fair competition, fair trade practices, human rights, employment and labor practices, and occupational health and safety.

2. Environmental & Sustainability Practices

AWE is committed to contribute to the 17 Sustainability Developments Goals (SDG's), as defined by the United Nations and to minimize its negative impact on the environment. To that end, AWE seeks relationships with Suppliers that share this commitment and are dedicated to continuously improve their sustainability and environmental performance.

In this respect, suppliers are expected to:

- Comply with all environmental laws, rules and regulations applicable to their operations
- Ensure the safe handling and disposal of hazardous and toxic substances
- Properly manage all waste in accordance with applicable laws, rules and regulations and reduce waste as much as possible
- Properly manage airborne emissions as required by applicable laws, rules and regulations
- Conduct their operations in ways that reduce or minimize the impact on the environment
- Maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with applicable laws, rules and regulations.
- Preferably use environmentally friendly materials
- Contribute to applicable SDG's

3. Occupational Health & Safety

Suppliers must provide their employees with a safe and healthy working environment. Suppliers are expected to provide appropriate occupational health and safety training for employees and maintain appropriate health and safety measures that are designed to prevent work-related employee injury or illness.

4. Ethical supply & Employment

Suppliers shall respect the human rights of their employees, other personnel and local communities.



As AWE does not tolerate modern slavery in its business and supply chain, its suppliers shall take appropriate actions to identify and eradicate modern slavery, in all its forms, including slavery, servitude, forced and compulsory labor and human trafficking, whether of adults or children. We also expect our suppliers to hold their own suppliers to the same standards.

Suppliers shall ensure that within their own organization and throughout their supply chain:

- child labor shall not be used and relevant law pertaining to minimum working age legislation shall be strictly complied with
- forced labor, in any form, shall not be used
- physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation or inhumane practice shall not take place and shall be prohibited
- the rights of workers to freedom of association and rights under applicable law to choose collective bargaining representatives, if desired, are recognized
- there is equality of opportunity and that no job applicant, employee or other individual is discriminated against because of race, color, religion, national origin, political affiliation, union membership, marital status, pregnancy, age, disability, gender, gender identity, sexual orientation or any basis prohibited by law.

5. Preventing corruption and money laundering

AWE does not tolerate any form of bribery or business conduct that could give the impression of undue influence or influence, neither among its own employees, nor among its business partners and their suppliers/business partners. Corruption or similar acts, as well as unethical business practices should be avoided. All legal requirements for the prevention of money laundering must be complied with.

Gifts and/or benefits should not go beyond what is customary in business. Any conflicts of interest that could negatively affect the business relationship should be avoided.

6. Antitrust compliance and fair competition

Antitrust and competition law rules should be complied with. This also applies to the export and import of goods, products and services to economic and trade nations.

Anti-competitive, abusive and dishonest behavior should be avoided.

7. Data protection, confidentiality and avoidance of insider trading

Our suppliers should make sure that confidential information and data obtained as part of the business relationship and cooperation are protected in accordance with governing data protection regulations.

Information exchanged during the cooperation with AWE should always be treated confidentially and not passed on to third parties. The supplier shall take all necessary measures to protect information and keep it confidential.

8. Subcontractors and Upstream Suppliers

Suppliers are expected to make reasonable efforts to hold their subcontractors and upstream suppliers accountable to the principles outlined in this SCS.

Supplier :

Hereby agrees to commit and comply to the above stipulated expectations and standards

Stamp & Signature :