

Boels Group supplier code of conduct

Version: 1.0
November 1, 2023

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Boels
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Boels Group supplier code of conduct

Boels Topholding B.V. and subsidiaries

Boels Group is a full-service provider that rents out tools, machinery and equipment to construction companies, manufacturers, the public sector and private customers. Our business success is built on relationships - with all of our stakeholders.

Sustainability is an integrated part of our brand and services. Our suppliers play a critical role for our brand building and our high quality standards and mitigating the risks in the supply chain. Therefore all suppliers are expected and required to conduct their business in compliance with applicable laws and regulations, contractual obligations towards Boels Group and the content of this Code of Conduct ("Code"). This shall apply accordingly for their employees and subcontractors. In this context, suppliers are responsible for compliance by employees and possible subcontractors.

Boels Group has joined the UN initiative Global Compact, in December 2022. This Code is based on the international guidelines and frameworks of the UN Global Compact and OECD Guidelines for Multi-national Enterprises. For sourcing minerals, Boels Group endorses the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Boels may inform its suppliers from time to time with updated lists of laws and regulations applicable to supplier's deliveries to Boels in this regard.

Boels Group expects and requires suppliers to act in conformity with these guidelines and frameworks, on the basis of the following key obligations.

Complying with laws and policies. We never compromise our integrity.

Compliance with all applicable laws and regulations.

The supplier shall act ethically and transparently, in accordance with a traceable and sustainable value chain as well as applicable laws and regulations. If the requirements of this Code are stricter, the Code shall prevail.

Anti-corruption and fair competition. The supplier practices fair competition and does not engage in any form of corruption, including extortion and bribery, either directly or via third parties. Supplier will have written policies prohibiting corruption and similar prohibited business practices. We appreciate good working relations, but gifts or promotions should never influence, or intend to influence, business decisions. This means, for example, that gifts, invitations and promotions should remain appropriate, modest, infrequent, well timed, transparent and intended only to build goodwill. If gifts have a value greater than EUR 100,- prior written approval is required from the recipient's manager.

Confidentiality and Protection of Information. Supplier respects intellectual property rights, protects confidential information and complies with privacy protection regulations. Supplier will respect Boels' intellectual

property rights. Supplier takes appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of Boels and uses or shares such information only for the purposes intended or authorised by Boels. Supplier will obtain information about our competitors only in a legitimate manner and will only use it for legitimate purposes in compliance with its agreements and applicable law. Supplier will only reveal to us any information about or from third parties if and to the extent supplier has the legal right or obligation to do so.

Cybersecurity. Supplier shall strongly support our efforts regarding security in the supply chain and the protection of our assets, in particular our data, information, intellectual property and products. Supplier shall ensure that its security and cyber-security policies are effectively implemented, regularly checked, and continuously improved. Supplier is required to ensure a secure and resilient business environment.

Conflict of Interest. Suppliers must not engage in and will promptly disclose activities that could create a conflict between supplier's interest and the interests of Boels Group.

Creating a good work environment. We adhere to labour standards and working conditions.

Protecting Human Rights. The supplier respects and upholds human rights in its operations and makes reasonable efforts to ensure it is not complicit in human rights violations via its business relations. In this context, at least the human rights included in the following conventions are meant:

- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- International Convention on the Elimination of All Forms of Racial Discrimination;
- Convention on the Elimination of All Forms of Discrimination against Women;
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment;
- Convention on the Rights of the Child;
- International Convention for the Protection of All Persons from Enforced Disappearance;
- European Convention for the Protection of Human Rights and Fundamental Freedoms;
- European Social Charter.

Supplier shall uphold minimum commitments described in the 'fundamental' Core Conventions of the International Labor Organization. This includes:

- recognising and respecting the rights of its workers to freedom of association and collective bargaining;
- the elimination of all forced, compulsory and child labour;
- providing a safe working environment free of discrimination and harassment; and
- equal remuneration.

Supplier recognizes the unique legal, social, and cultural situations that migrant workers face and shall ensure that such workers are treated with dignity, respect and in accordance with the same standards as apply to other workers.

Supplier shall undertake reasonable steps to ensure that its own supply chain is free from acts that violate the human rights defined in this section.

Safe and healthy workplaces. The supplier ensures a safe working environment. Safe and healthy workplaces are preconditions for business activities and related considerations need to be integrated into the daily work. Supplier takes all reasonable and practical steps to ensure that a safe, secure, healthy and clean working

environment is provided. For example, supplier provides adequate as well as legally required information, training, facilities, provisions and protective equipment to safeguard the health and wellbeing of all personnel at all times.

No discrimination. The supplier does not tolerate discrimination, harassment or less favourable treatment due to gender, age, ethnic origin, different age groups, religion, trade union activity, physical or mental disability, pregnancy or other legally protected characteristics. Supplier treats every employee with respect and dignity.

No forced or compulsory labour. The supplier ensures that all work by employees and contract personnel is voluntary and all workers are free to leave upon reasonable notice. No employees or contract personnel are forced to deposit money, passports, education certificates or similar documentation as a condition for employment. The supplier takes all the reasonable measures possible, to ensure no forced labour in its supply chain.

No child labour. The supplier does not employ any person younger than the age that is legally required for the relevant job. In any case, the person will not be younger than the age for completing compulsory education or younger than 15 years. The supplier ensures that young people above the minimum age but under 18 years are not subjected to working conditions that jeopardise their education, health and/or safety.

No precarious employment. The supplier ensures that its employment relationships do not cause insecurity or social and/or economic vulnerability for its workers. All work is performed according to a legally valid and documented employment relationship and the supplier does not use any sub-contracting constructions to undermine the rights of workers.

Fair remuneration. The supplier complies with relevant governments' minimum wages, or industry standards approved on the basis of collective bargaining, whichever is higher.

Freedom of association and right to collective bargaining. The supplier respects the right of all employees to form and join trade unions and to bargain collectively and individually.

Modern Slavery and Human Trafficking. Supplier must promote awareness around modern slavery and human trafficking and, wherever possible within its sphere of influence, take the necessary steps to ensure that any form of slavery and human trafficking is not taking place in its business or its supply chain.

Terms of Employment and Work Authorization. Supplier guarantees that working conditions for its employees comply with all applicable legal requirements (including, but not limited to ensuring that all necessary work permits, visas, and similar documents have been obtained). Every employee must have the right to receive written information in a language they understand and which clearly defines the terms of employment. A workweek should not be more than 60 hours, including overtime, except in emergency or unusual situations. All overtime must be voluntary.

Being a responsible corporate citizen. We take public and social responsibilities.

Boels Group recognizes its social responsibility to protect the environment. We have made our commitments in our Sustainability Policy and we report according to the GRI framework. We expect supplier to share our commitment by reducing its climate impact where possible and protecting the environment. As part of this commitment, we expect supplier to evaluate its own emissions and any other ESG metrics that are relevant to its businesses.

A protective attitude to environmental issues. The supplier takes a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility. At a minimum, supplier must, without limitation, comply with all applicable environmental laws and regulations including, but not limited to, laws and regulations regarding hazardous materials, air and water emissions and wastes. The supplier shall act to protect biodiversity where applicable.

Energy saving measures. Supplier takes proactively measures for energy performance improvement to reduce carbon emissions.

Designing safe and sustainable products and services. The supplier assures that its products and services are designed, produced and provided with relevant safety information and in line with sustainability practices and technologies to help us and our customers meet our climate goals.

Quality. In case of supply of goods and/or services to any Boels company, supplier shall have a quality assurance (control) management system in place in order to ensure that products and/or services delivered to Boels shall be without fault and shall comply with applicable quality standards and regulations.

Chemical handling. If applicable, supplier must identify any chemicals or other materials that may be released, and which may pose a threat to the environment, and manage such chemicals or materials appropriately to ensure its safe handling, movement, storage, use, reuse, recycling, and disposal.

Communicating transparently. The supplier provides correct and consistent information to its stakeholders in a timely manner.

Responsible sourcing of minerals and Armed Conflicts. Suppliers must procure materials needed for manufacturing from conflict-free sources. We expect each supplier to communicate to sub-suppliers its policies regarding to responsible sourcing of minerals. Supplier's policies, management systems and due diligence process have to be developed and implemented in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Compliance and follow-up. Supplier is obliged to participate in training and education provided by Boels Group regarding the topics mentioned in this Code. The supplier provides Boels Group as soon as possible with any information that Boels Group may request regarding the compliance of supplier with this Code. If you have any questions about the implementation of this Code, please contact the Boels Group directly. The supplier should also contact Boels Group immediately to report any non-compliance with this Code. Boels Group can be contacted via:

Legal Department: legal@boels.com

We welcome any reports from supplier's employees about any act or omission which seems a violation of the law or of our own Code of Conduct. To this end, we have made available a public reporting procedure and whistleblowing (SpeakUp!) system on our [group website](#). Supplier must make provisions for its own employees to anonymously report violations of this and its own Code of Conduct without negative effects for reporting.

Communication of suspected violations. Supplier is responsible for prompt reporting to Boels of any actual or suspected failure to comply with this Code. The same applies in case of any illegal or criminal activity that may be suspected or identified, possibly impacting Boels' business and/or reputation.

Ongoing due diligence. Supplier grants Boels Group (or an independent expert appointed by Boels Group) rights of inspection and auditing, to enable Boels Group to monitor provision of services and to ensure compliance with all applicable regulatory and contractual requirements, including this Code. Supplier undertakes to fully and diligently cooperate in this regard, provide reasonable required assistance and grant Boels Group access to all relevant premises, including to all relevant devices, systems, networks, information and data used for providing services and fulfilling contractual obligations, including related financial information, personnel and supplier's external auditors. Where supplier has subcontracted, supplier shall ensure that the subcontractor will cooperate with this audit right from Boels Group. Supplier may be required to provide a certification of compliance on a periodic basis.

Reporting and due diligence. Supplier will fully and diligently provide Boels Group with data which Boels Group must legally collect and / or publish pertaining to its supply chain. Such obligations may stem from existing or pending European and national directives and (due diligence) laws, for example regarding supply chain, corporate sustainability (reporting) and due diligence.

Supplier signature. Compliance with the Code is a precondition for a business relationship with Boels Group. In case supplier acts in violation of this Code of Conduct, they risk termination of its contractual and/ or business relationship with Boels Group. Boels Group has the right to amend this Code periodically. Supplier will be informed directly after adoption of a new version of this Code. Supplier acknowledges the obligation to act in conformity with this Code, and all future versions thereof, at all times. Boels Group has the right to issue instructions to supplier to define and implement further preventive and corrective measures, aimed at achieving compliance with this Code. Supplier will follow these instructions.

1st of November 2023

Boels Group:



Pierre Boels
Chief Executive Officer, Boels Group



Guy Cremer
Chief Procurement Officer, Boels Group

Supplier:

Name of signatory(ies):
Position of signatory(ies):

Date: