



RWB CODE OF CONDUCT SUPPLIERS

INTRODUCTION

This "RWB Code of Conduct" for the supply of goods and services sets out the standard of business conduct that we consider fundamental to our relation with suppliers of goods and services.

SUPPLIER RELATIONS

We wish to build long-term business relationships with our suppliers, who must naturally respect our ethical standards within the framework of their own specific culture. Our relationships with suppliers are based on the principle of acting fairly and honestly in all respects and at all times. We expressly require our suppliers to follow the same principle of fair and honest dealing with those with whom they have business relationships, including employees, subcontractors and other third parties.

LEGAL ASPECTS AND INTELLECTUAL PROPERTY RIGHTS

We will always fully comply with the legal requirements of the countries where we do business and require our suppliers to do the same at all times. The intellectual property rights of third parties must be respected by all parties involved.

LABOUR STANDARDS

In addition to the general requirement that all suppliers respect the principle of fair and honest dealings with all those with whom they do business, we have specific requirements regarding working conditions based on respect for fundamental human rights. These requirements apply not only to production for RWB, but also to all production for third parties.

- Child labour is absolutely unacceptable. Workers must not be younger than the legal minimum age in a given country.
- We do not tolerate forced or compulsory labour that involves physical or psychological abuse or any form of corporal punishment.
- Exploitation of vulnerable individuals or groups will not be tolerated under any circumstances.
- Wages and benefits must fully comply with local standards, comply with local legislation and be consistent with the general principle of fairness and honesty.
- Suppliers must ensure that all production processes take place under conditions that take sufficient and appropriate account of the health and safety of those involved.

ENVIRONMENTAL ASPECTS

Achieving environmental standards is a complex matter. These standards will have to be constantly revised within the limits of what is feasible. We also expect the same from our suppliers.

RWB has set out focus points in order to expressly make further progress:

- CO2 reduction
- Sustainable management of raw materials (waste management)
- Attention to the supply chain (procurement) and
- Business integrity

Our customers are making ever-higher demands in terms of our efforts to reduce CO2 emissions. Our ambition is also to reduce the energy consumption of our own offices and industrial buildings, to apply sustainable CO2-reducing materials, to implement a balanced car (mobility) policy and, for example, to start working with CO2-neutral equipment.

INSPECTION AND INSPECTION

We require our suppliers to provide us with full access to all data and circumstances concerning production and the use of subcontractors. All RWB suppliers are obliged to inform their subcontractors of the RWB Code of Conduct and to oblige them to comply with it. In addition, our suppliers must allow RWB's QHSE department to carry out unannounced inspections and/or audits at any time at all production sites.

CONSIDERING

To ensure that this Code and the terms and conditions it describes are effective, we will ensure that our own employees and suppliers actively monitor and control compliance with these terms and conditions and that this Code and the terms and conditions it contains are an integral part of the day-to-day management process. To achieve this goal, we will make use of all necessary information systems and facilities for on-site inspection and/or audit.

SANCTIONS

If we have the impression that a supplier is acting in violation of the terms of this code, whether in production for RWB or in production for third parties, we will not hesitate to terminate the relationship with this supplier and cancel orders already placed or to terminate agreements without any form of compensation. We also reserve the right to take other appropriate measures.

DEVELOPMENT OF THE CODE

While recognising the need for continuity and consistency, we remain aware that this Code will need to be further developed over the years in the light of practical experience and changing circumstances. We will continue to ensure that the Code is regularly reviewed and, if necessary, amended.