

SUPPLIER CODE OF CONDUCT

General Statement

We believe partnerships and circularity are key to offering our customers an effective pooling network. To provide these services in the most sustainable way possible, we have put in place a sustainability policy with ambitious targets to maximise our positive impact. We recognize that our suppliers play a key role in realizing these targets. Via strategic partnerships and stimulating good practices we work towards an inclusive and sustainable supply chain.

This Supplier Code of Conduct aims to outline values and standards that are important to the Faber Group and which all suppliers must adhere to regarding sustainability. Faber Group expects its suppliers to meet the standards set within this document as a minimum. We encourage continuous improvement on sustainability related processes and we will periodically assess the progress on the below topics. We expect our suppliers to have a (formalized) plan to improve on material sustainability topics. If this is not the case, the ambition should be to develop a plan within two years after signing this form.

Environmental Responsibility – *Care for our planet*

Energy Consumption, GHGs and Renewable Energies

Being a forward-looking business, Faber Group encourages its suppliers to actively monitor their energy consumption and GHG emissions, with the goal of reducing it year by year. Measuring and tracking energy consumption and emission production act as a vital starting point that feeds into maintaining our circular production processes. We also encourage our suppliers to source renewable energy to use in their operational needs.

Water Management

We incite our suppliers to engage in sustainable and conscious water usage practices throughout all of their operating facilities. In line with circularity being a core part of the Faber Group business model, we encourage our suppliers to reduce water waste and find innovative circular water saving solutions.

Waste Management

Faber Group suppliers should also engage in sufficient action to reduce the use of unsustainable materials and to lessen waste generation as much as possible. The use of sustainable materials in operation and production processes are encouraged in order to have all suppliers fully embrace the Faber Group model of circularity.

Social Responsibility – *Care for our people*

Human Rights

As a family and people-centered business, the rights and dignity of our employees, customers, suppliers and of all of the unique individuals who add to our success on a daily basis must be upheld and respected. With this said, we expect our suppliers to follow and act in accordance with the International Labour Organization laws and the Universal Declaration of Human Rights. Additionally, we encourage our suppliers to have the appropriate mechanisms in place for employees to report or discuss human rights concerns.

Diversity, Discrimination and Harassment

We at Faber Group, do not permit any form of discrimination or harassment based on employees' race, color, age, national origin, religion, sex, gender identity, sexual orientation, pregnancy, disability or genetic information. We expect our suppliers to act in unison with these practices and to promote them across their operations.

Working Hours, Wages and Conditions

Our people play a vital role in the success of Faber Group processes, and we expect suppliers to share in and support this idea. Suppliers should provide employees with a fair work-life balance that complies with all (inter)national laws and regulations concerning wages, working hours, benefits, overtime processes and hiring practices.

Health and Safety

We strongly believe that the health and safety of our employees, customers, suppliers and everyone else are vital for assuring sustainable development and effective business processes. Faber Group expects its supplier to provide their employees with at least basic hygienic and health conditions. We encourage suppliers to ensure access to sanitary restrooms, clean drinking water and areas to eat and store food.

Ethical Responsibility – *Care for our society*

Bribery, Fraud and Corruption

Faber Group condemns corruption, bribery and any form of fraud. Suppliers in our supply chain are also expected to be vigilant and abide by applicable national laws regarding any corruption, bribery and fraud. This means that suppliers should implement sufficient prevention, reporting and sanctions procedures to handle the occurrence of any such occurrences. In case of handing over a gift to employees of the Faber Group, we expect our suppliers to keep the worth of the gift within reasonable limits.

Business Practices

Faber Group will always respect and comply with (inter)national laws, regulations, standards and (economic) restrictions. From our suppliers we expect the same compliant and ethical business practices.

Data Confidentiality

Faber Group suppliers are compelled to take adequate measures to ensure confidentiality of any shared or stored non-public information. Additionally, information and data that relates to Faber Group in any way or form should not be shared without the permission of the group. We also expect

the proper access, usage, handling, storage and transfer of any personal information to be carried out with the outmost care and to be in compliance of the applicable national privacy laws.

Fair Competition

Faber Group urges its suppliers to apply and adhere to fair business practices. Suppliers should comply with all applicable national competition and conflict regulations in order to not use any dominant or favorable position to gain any unfair advantage over business competitors or through business relationships.

Information Transparency

At Faber Group, transparency and honest practices define our day-to-day operations and relationships. We expect our suppliers to communicate and report honestly on any sourcing, production and product information related areas in order to most accurately reflect the actual state of the involved stakeholders.

Commitment

Hereby, by signing you declare that your company aims to operate in compliance with Faber Group Supplier Code of Conduct:

Name of the Company:	
Name of Contact Person:	
Position of Contact Person:	
Date:	
Issue of Non-Compliance (if applicable):	
How to improve on non-compliance issues (if applicable):	
Signature:	