

Ethics Charter regarding relations with Suppliers

CONTEXT

Belfius is committed to implementing a policy that is focused on sustainable enterprise and corporate social responsibility. Belfius also applies its own integrity policy within its organisation.

A number of the commitments and obligations that Belfius imposes on itself, it also imposes on its Suppliers. These commitments and obligations are to be found in this Ethics Charter.

Suppliers and Belfius make every effort to incorporate the expectations and innovations of both Parties in their commercial relationship and to maintain that relationship based on dialogue and the search to find optimum solutions.

AIMS AND PRINCIPLES

Depending on the context, legislation and methods used for producing goods and services in each country, Belfius seeks to select suppliers who themselves ensure that the following principles regarding sustainable enterprise and corporate social responsibility are adhered to by their own suppliers and subcontractors. This is in addition to all applicable legislation and regulations and has no detrimental effect on its undertakings pursuant to the Agreement:

1. Acting with integrity and anti-corruption

The commercial relationship must be based on the aim to achieve integrity, loyalty, transparency, professionalism and mutual respect.

In practical terms for the Supplier, this translates into a number of undertakings:

- The Supplier will not offer gifts, benefits or invitations that exceed normal commercial practices to Belfius' Personnel.

- The Supplier will apply a specific zero-tolerance policy internally in relation to corruption and fraudulent conduct. In this regard, the Supplier will have its own internal policy or will implement internal measures to control the risk of corruption and fraud, plus it will be able to present the relevant policy wording should it be requested to do so by Belfius.
- The Supplier declares, at the time of signing any Agreement with Belfius, that it is not guilty of being involved in a case of corruption or fraud, nor is it involved in a related court case or in any other way.

2. Working conditions, freedom of association

The Supplier may not use undeclared labour, child labour (children younger than 15) or forced labour, nor may it permit the use of such labour by others.

The Supplier strives to implement internationally recognised standards, such as the Conventions of the International Labour Organisation (ILO). The Supplier must guarantee the right of its Personnel, including temporary employees, to express themselves openly and freely about their working conditions. The Supplier will also respect their freedom of association.

3. Health and safety

The Supplier will comply with all statutory and regulatory requirements designed to provide its Personnel with a healthy and safe work environment.

4. Diversity and non-discrimination

When recruiting Personnel, implementing their employment agreement and in its HR management, the Supplier will comply with the employment law provisions in effect, including all statutory and regulatory requirements regarding the prohibition of discrimination on the basis of gender, race, sexual orientation, nationality, ethnic origin, state of health, social origin, religious, political or philosophical beliefs.

The Supplier will not implement or support any psychological or physical force, nor will it use or approve abusive or degrading language.

The Supplier will endeavour to implement an equal opportunity and diversity policy for all members of its Personnel.

5. Remuneration

The Supplier will respect all current legislation and regulations regarding remuneration and pay its employees on a contractual basis in which the following will be stipulated at least:

- > A guaranteed minimum wage that is at least sufficient to ensure the basic needs of staff.
- > Overtime and fringe benefits that at least meet minimum statutory or sector-specific standards.

Deductions from pay may not be applied as a disciplinary measure.

6. Impact on the environment

The Supplier will comply with all national legislation regarding protection of the environment and will promote best practices through environmental innovations, such as extending the lifecycle of products and the recycling and recovery of waste (circular economy). In so doing Belfius makes reference to the Federal Belgian State's Sustainable Purchases Guide (www.guidedesachatsdurables.be) and the criteria contained in the guide, by product type.

Among good practices, Belfius prioritises:

- > products that meet ecological criteria: local, labelled (Ecolabel, GoodFood, Blue Angel, Cradle-to-Cradle, etc.), natural alternatives that reduce hazards, etc.;
- > products that generate less waste (returnable packaging, without superfluous outer wrapping, etc.);
- > products whose manufacture or use do not contribute to the depletion of rare natural resources;
- > products for which the Supplier adopts sustainable procedures (EMAS eco-management label, ISO14001, Ecodyn, Clé Verte, Imprim'Vert, etc.);
- > economy of functionality, such as renting rather than owning (e.g. using a shared vehicle rather than purchasing a company car);
- > Suppliers who select their own suppliers or subcontractors who respect business short-circuits, in addition to ILO conventions;
- > Suppliers who develop local employment or who use the social economy (sheltered workshops, integration, etc.);
- > Suppliers who reduce their energy consumption; production of waste and greenhouse gas emissions in their manufacturing processes, as well as across the whole of the lifecycle of their products.

EVALUATION AND ADJUSTMENT

Belfius reserves the right to allow this Ethics Charter to evolve based on the lessons learnt from its application, as well as from the practices applied in the sectors Suppliers work in.

