



Table of contents

- 1. Purpose and application 2
- 2. Ethical Norms..... 2
- 3. Protection of employees' rights 3
- 4. Conflicts of interests..... 3
- 5. Gifts & Entertainment 3
- 6. Accurate accounting and tax compliance..... 3
- 7. Data security..... 4
- 8. Respecting the environment 4
- 9. Notification obligation..... 4

1. Purpose and application

AVR Afvalverwerking B.V. and RAV Water Treatment B.V. are the operating companies of AVR (hereinafter referred to as "AVR"), a mostly nationally operating waste treatment company with facilities in Rotterdam-Botlek, Rotterdam, Duiven and Utrecht. AVR works with a large number of business partners and suppliers of products and/or services, hereinafter referred to as "Suppliers". The purpose of the AVR Supplier Code of Conduct is to establish ground rules and standards for all suppliers and business partners of AVR, which are necessary to promote the following:

1. Fair and ethical behaviour, including acting ethically in cases of existing or potential conflicts of interest between personal and professional relationships;
2. Full, fair, accurate, timely and understandable presentation of information in reports and documents intended for AVR and all other public communications in which AVR is mentioned.
3. Compliant with applicable laws and regulations and other applicable rules, codes and regulations.
4. Responsibility for complying with this code.
5. Immediate notification of any breach of this code.

AVR works with suppliers who adopt and comply with the ethical business standards and values set out in the AVR Supplier Code of Conduct, and expects them to actively promote these standards when dealing with their own staff and (sub-) suppliers. AVR encourages suppliers to further improve their own standards and practices, taking into account and respecting local traditions, cultures and norms. AVR expects suppliers to disseminate and teach the requirements of this Code of Conduct to employees, agents, subcontractors and (sub-) suppliers and hold them accountable for non-compliance.

AVR expects suppliers to periodically assess themselves and (sub-)suppliers for compliance and to share this compliance status with AVR upon request. If non-compliance with the AVR Supplier Code of Conduct is found, initially AVR will work with the supplier to improve the situation. If there is no visible improvement of the situation, AVR may require the supplier to develop a corrective plan to bring its activities into compliance with the AVR Supplier Code of Conduct. AVR will discuss this with the supplier. If the supplier is unwilling or unable to cooperate, AVR may decide to terminate the cooperation.

2. Ethical Norms

Suppliers should at all times conduct their business in a professional and independent manner and in accordance with the standards and rules set out in all applicable international and national laws and regulations. Suppliers must act with integrity, honesty and fairness in all aspects of their business activities.

AVR expects its suppliers to treat their employees, and all persons acting on their behalf, in accordance with the highest ethical standards. Suppliers must comply with applicable laws, regulations and other applicable rules, codes and regulations and avoid all forms of corruption

and bribery. In particular, AVR's suppliers are required to adopt anti-corruption policies and programmes, and to monitor compliance with these policies and programmes. It also encourages its suppliers to adopt their own policies and ensure the promotion and dissemination of their own codes of conduct within their own organisations.

3. Protection of employees' rights

To protect the rights of employees, AVR expects its suppliers to comply with the standards and conditions described below:

Ensure a working environment for employees that is free from any form of harassment or discrimination based on, but not limited to, age, racial or ethnic origin, disability, gender, nationality, marital status, sexual orientation, political affiliation or union membership.

Ensure a working environment that pays attention to safety and minimises health risks or harm to employees.

Legislation on minimum age must be respected. Legislation on payment of minimum wages should also be observed. In the absence of such legislation, care should be taken to ensure that wages are in line with relevant industry standards in force. Laws and regulations on maximum working hours should be respected and adhered to.

4. Conflicts of interests

Suppliers must inform AVR if an AVR employee has an interest in the supplier's business that could create a conflict of interest. Suppliers and persons acting on their behalf should avoid conflicts of interest in relation to their private activities, entities in which they, their close relatives or employees have an interest, their business activities with other parties and their share of the business relationship with AVR. Supplier shall inform AVR of existing conflicts of interest as soon as it becomes aware of such conflicts.

5. Gifts & Entertainment

Suppliers must not offer any gifts, meals or entertainment to an AVR employee or a family member of an AVR employee that could influence or give the appearance of influencing that employee's decision regarding AVR's business or potential business with the supplier. Suppliers are not permitted to give any benefit to AVR's representatives, just as AVR's representatives are not permitted to accept any benefit if it could influence or give the appearance of influencing a business decision. The term "advantage" includes - although not exhaustively - a gift, loan, commission, remuneration, office, employment, contract, service or favour.

6. Accurate accounting and tax compliance

Keeping accurate accounting records and truthfully declaring all required taxes and duties is an indispensable part of running a lawful and transparent business in a sustainable manner. AVR expects its suppliers to act with the highest degree of care in this regard.

7. Data security

Suppliers will comply with all applicable data protection laws (AVG) when collecting, processing, storing or otherwise handling personal data of individuals, including, but not limited to, their own employees and employees of their customers, suppliers and business partners according to the guidelines of the General Data Protection Regulation (autoriteitpersoonsgegevens.nl). If a contractual obligation is made with a supplier that processes personal data, a processor agreement will be drawn up separately for this purpose.

8. Respecting the environment

AVR encourages its suppliers to consider the climate change risks associated with their operations and to minimise environmental impacts as far as reasonably possible. It also encourages its business partners and suppliers to use resources efficiently and avoid waste.

AVR invites its suppliers to comply with the standards, practices and principles described below.

Comply with all relevant environmental laws and regulations.

Try to minimise the energy consumption and carbon footprint of operations by implementing environmental policies and environmental management systems.

AVR encourages the use of environmentally friendly technologies that can reduce energy consumption, minimise the need for business travel and reduce dependence on resources such as paper. In addition, AVR considers it important to expand the use of environmentally friendly, recycled and/or sustainably forested materials and products in operations as much as possible.

9. Notification obligation

Suppliers must report to AVR representatives any suspected or imminent breach of this AVR Supplier Code of Conduct.