



N.V. LEMAHIEU SUSTAINABILITY POLICY

September 2023

Based on its values and traditions, our company is committed to conduct its business in a sustainable way, and with focus on continuous improvement of all related aspects:

Commitment for the Environment

- Comply with environmental regulations that apply to our business and products (REACH, RoHS, ...)
- Reduce energy and water consumption
- Limit discharges into water, air and soil, as well as the noise level of our business activities
- Limit production of waste and allow it to be recycled and recovered as much as possible
- Avoid or limit use of hazardous products
- Implement logistical strategies for optimising transport in order to reduce carbon footprint
- Promote eco-design of our products, particularly by prioritising responsible natural resources and materials.

Human Rights, Health and Safety

- Ensure that people on our sites are protected by suitable personal protective equipment
- Actively prevent workplace accidents, particularly seeking to eliminate the most serious accidents
- Strive for continuous improvement of employee working conditions
- Ensure that people on our site work under dignified conditions (drinking water, toilets, etc.)
- Ensure safety of all people within the production environment, particularly those using or with access to production tools

Ethics

Anti-corruption / Anti-bribery:

- Relations between our company employees and customers as well as suppliers must not give rise to behaviours or acts which could be classified as corruption or favouritism.

Conflict of interest:

- Company employees must ensure that their activities and interests do not come into conflict with those of our customers and suppliers. Customers must be able to take decisions in an objective manner, in their best interests.

Free competition:

- We undertake to treat our suppliers with honesty and respect, providing equal opportunity to each of them during the selection phases. Suppliers are selected impartially based on predefined, transparent criteria.

Compliance with Labour Laws

- Our company commits to comply with labour regulations, applicable to its business activity and within the countries in which it operates, as well as the following principles:
 - Not to resort to forced or compulsory labour or human trafficking
 - Not to resort to illegal labour
 - Not to use child labour as defined by the International Labour Organisation
 - Comply with local legislation pertaining to working hours
 - Comply with, where applicable, local minimum wage legislation
 - Freedom of association and the right to collective bargaining
 - Elimination of employment and occupation discrimination (with regard to religion, gender, sexual orientation, disability, etc.)

Piet Lemahieu

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