

INTRODUCTION

At the Trevi Group, we are committed to sustainability in the broadest sense. Care for people and the environment is one of the values we promote.

We operate in an ethical, legal and socially responsible manner. To this end, we apply high standards of safety and health, quality and environmental protection. We have our own VCA**–certificate and are certified to ISO standards 9001 and 14001.

We attach great importance to integrity and have a zero-tolerance policy when it comes to unethical business conduct, such as bribery and corruption.

Our goal is to ensure that the above applies to our entire supply chain. Given the importance of suppliers in our activities, we expect all our suppliers and service providers to operate in an ethical, legal and socially responsible manner. In return, we offer a sincere and honest partnership based on trust.

The code of conduct applies to suppliers – the businesses and their employees – of goods and services supplied to the Trevi group.

By 'suppliers', we mean: suppliers, subcontractors, service providers, consultants, intermediaries, etc.

The Trevi group includes: Trevi NV, Trevion NV, Trevi Finance NV, Trevi SARL, BiogasTec NV, BiogasTec Trading NV, IPEC NV, GSL BV, Agrikracht NV, Leiestroom NV, Digrom Energy NV, Albertstroom NV, Hesbaye Energie SA, Ardo Energy Belgium and Ardo Energy France.

The code of conduct forms part of the contractual terms and conditions. If the contract imposes stricter conditions, the conditions in the contract must be complied with. Similarly, if applicable (local or international) legislation and regulations are stricter, they take precedence over the code of conduct.

Suppliers are expected to monitor their own supply chain for compliance with the principles set out in this code of conduct and to communicate the code of conduct to their employees. The supplier is also responsible for ensuring that its subcontractors comply with this code of conduct.

By agreeing to work for or with a company in the Trevi group, suppliers undertake to comply with this code of conduct.

The Trevi group has the right to monitor a supplier's compliance with the code of conduct.

The Trevi Group may terminate the business relationship if it is established that the code of conduct has been violated or we request that appropriate measures be taken as part of a recovery plan.



SAFETY & HEALTH

The supplier:

- ✓ Complies with all applicable health and safety laws and regulations.
- ✓ Provides employees with a healthy and safe workplace.
- ✓ Takes appropriate measures to prevent occupational diseases and work-related accidents.
- ✓ Ensures that employees receive adequate training on safety and occupational risks.
- ✓ Appoints someone internally or externally to manage health and safety programmes.
- ✓ Complies with the Trevi safety rules of the Trevi group when travelling to and in Trevi buildings and on Trevi sites.



ENVIRONMENT & CLIMATE

The supplier:

- ✓ Complies with all applicable environmental laws and regulations.
- ✓ Strives to limit the impact of its activities on the environment and surroundings.
- ✓ Complies with applicable local and international regulations on hazardous substances (including REACH).
- ✓ Takes a proactive approach to environmental challenges, including at least:
 - energy optimisation
 - limited and efficient use of resources and investigates sustainable alternatives.
- ✓ waste management and recycling



HUMAN RIGHTS & LABOUR

The supplier:

- ✓ Supports and respects the protection of human rights within its sphere of influence, in accordance with the Universal Declaration of Human Rights of the United Nations.
- ✓ Prohibits all forms of modern slavery, including:
 - forced labour
 - serfdom
 - child labour
 - ...
- ✓ Cares for the communities in which it operates by helping to improve their well-being, providing information about projects, etc.
- ✓ Refrains from discrimination in recruitment and during employment on the basis of gender, sexual orientation, ethnicity, disability, religion, political beliefs, etc., and creates a working environment where everyone feels welcome and valued.
- ✓ Respects freedom of association and the effective recognition of the right to collective bargaining for employees.
- ✓ Ensures fair remuneration for employees and complies with local wage regulations and/or collective agreements.
- ✓ Ensures that working hours, including overtime, do not exceed legal limits.



ETHICAL CONDUCT

The supplier:

- ✓ Complies with applicable local and international regulations and trade rules (including those relating to 'conflict minerals', trade sanctions, etc.)
- ✓ Complies with antitrust and other competition laws.
- ✓ Complies with applicable laws and regulations on bribery, corruption, money laundering and other forms of fraud.
- ✓ Prevents conflicts of interest by, among other things, not providing financial or other support to political parties.
- ✓ Protects confidential information made available by the Trevi Group and its business partners and respects the intellectual property of others.



DATA & PRIVACY PROTECTION

The suppliers who collect and process personal data:

- ✓ Ensure that they comply with the GDPR and all other applicable EU directives relating to data protection.
- ✓ Only collect the information necessary to perform their tasks.
- ✓ Do not retain data for longer than is necessary and legally permitted. In addition, they ensure that it is subsequently destroyed in a secure manner.



USE OF TREVI ASSETS, PROPERTY & EQUIPMENT

The supplier:

- ✓ Protects the Trevi resources entrusted to them against theft, misuse, damage or loss.
- ✓ Uses the Trevi resources entrusted to them solely for business purposes.
- ✓ Respects intellectual property rights, including those of the Trevi group.



CONTACT POINT

If ethical or legal compliance issues arise with the supplier or the supplier witnesses a breach of this Supplier Code of Conduct, please report your concerns to the following email address: sustainability@trevi-env.com.

ORGANISATION

Name of organisation

Address

Telephone

Date

Email

The undersigned, (name and position)

Representative of (company name)

Returns this code of conduct for suppliers completed and signed and declares that it has received the code of conduct for suppliers in good order and will inform all employees who perform work for/deliver services to the Trevi group of the content of these regulations and provide them with the appropriate instructions.

The undersigned also confirms that the Trevi group's code of conduct for suppliers has been clearly understood and will be followed unconditionally.

In the event of non-compliance with this code of conduct, including failure to remedy a breach after a verbal warning, and/or in the event of serious breaches, the Trevi Group reserves the right to issue a written warning. If no timely and appropriate action is taken, the Trevi Group may take appropriate measures, including imposing sanctions (such as fines) and/or excluding the person or company concerned from the site or project. Such exclusion may be based on a violation of the ESG principles applied by the Trevi Group (health and safety, environment and climate, ethical conduct, human rights and working conditions, data protection and privacy) and/or a breach of the correct use of the assets, property and equipment of the Trevi Group. This measure shall not give rise to any form of financial compensation by the Trevi Group to the supplier, subcontractor or contractor concerned.

Date:

For approval

stamp, name, position and signature,

CONTACT TREVI GROUP

0032 (0)9 220 05 77

sustainability@trevi-env.com

If not returned within a period of 14 days, the supplier automatically agrees to the terms and conditions.