

Supplier Code of Conduct

In line with our mission statement, guiding principles and sustainable development policy, VANDEMOORTELE/METRO is committed to ensure responsible conduct on ethical, social and environmental issues. This Code of Conduct summarizes the requirements to which VANDEMOORTELE/METRO adheres and which VANDEMOORTELE/METRO also asks its suppliers to commit. These requirements are prepared in accordance with the 10 principles of the UN's Global Compact.

Business is conducted lawfully and with integrity

All forms of corrupt practices, such as bribery, extortion, fraud and unlawful restrictive trade practices are strictly prohibited.

Working environment and social conditions comply with international frameworks

The supplier shall support and respect internationally declared human rights and treat its employees fairly, equally and with respect.

All workers enjoy freedom of association.

All workers are free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively.

Work is conducted on a voluntary basis

- No form of forced labour or compulsory labour is permitted.
- All workers are of an appropriate age.
- Child labour is not accepted. The age limit set in the laws of each country shall be respected and regardless of the country's legislation children under the age of 14 years shall never be hired. The supplier must not employ any young workers under the age of 18 to perform any work that is likely to be hazardous or harmful to their health and safety.
- Working hours for all workers are reasonable.
- Working hours must comply with national legislation and agreements with trade unions.
- All workers are paid fair wages.
- Wages, benefits and overtime compensation shall at least comply with national legislation and agreements. The wages of employees are paid on a regular basis.
- All workers are treated equally and with respect and dignity.
- No worker shall be subject to any physical, verbal or psychological abuse or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement. Discrimination based on ethnic groups, colour, gender, political or religious convictions, belonging to a union or a specific social environment, or any other situation is prevented.
- Worker's health and safety are protected.
- Health, safety and other workplace standards must meet all local laws and safety regulations. Accidents and work-related injuries have to be prevented.
- Business is conducted in a manner which reduces environmental impact.
- The supplier shall comply with national laws and shall adopt a precautionary approach in its business operations. METRO expects its suppliers to actively work on emission reductions to the air, soil and water and on more efficient use of natural resources.

Supplier declaration

The undersigned supplier has read the Code of Conduct, and understands that business with METRO depends upon full compliance with this Code. METRO reserves the right to make inspections to ensure that this Code of Conduct is being enforced. These inspections may be performed by an independent third party and may be unannounced. In case the supplier fails to comply with the terms of this Code of Conduct and if improvements are not made within an agreed time period, METRO may terminate its business with the supplier.

For METRO NV

For LOGISTICS SERVICES PROVIDER

Mrs. I. Sermon
Daily Management

Mr./Mrs.....[name]
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