



Sustainability Code of Conduct for Suppliers

1. INTRODUCTION

As the only bancassurer entirely dedicated to the Belgian economy, Belfius feels responsible for inspiring and facilitating the transition to a more sustainable Belgian society. To this end, the group is committed to embedding ESG in all activities and relations with all stakeholders.

Integrating ESG criteria in procurement activities and actively engaging with our suppliers are key to make this meaningful transition.

To achieve a positive impact, Belfius Group will focus on

- › making its own decisions and operations more sustainable
- › offering relevant solutions to its customers, so that they can achieve their ambitions in the sustainable transition and the societal challenges to which they wish to contribute
- › inspiring and encouraging its suppliers to conduct their business responsibly

Therefore, Belfius seeks particularly to integrate ESG criteria and conditions in all aspects and decisions of the procurement process and ensure our values and commitments, as well as effective and upcoming legal requirements, are respected throughout the supply chain.

This Code of Conduct applies to providers of goods and services to Belfius and its subsidiaries. Its objective is to present the principles that Belfius intends to respect, and to support the suppliers to comply with them. Because the sustainable transition can only be successful if we all work together.

2. PRINCIPLES

Suppliers of goods and services with which Belfius wishes to sign a contract or with whom Belfius has already signed a contract (active contract) will be required to sign and comply with the principles outlined in this Code of Conduct, which forms part of our overall ESG strategy. The Code of Conduct is in line with the UN Global Compact Principles and applies to all Belfius group entities and to all Belfius procurement and outsourcing activities.

Reference: [The Ten Principles | UN Global Compact](#)
Belfius Reference: [Belfius Bank NV | UN Global Compact](#)

Belfius seeks to select suppliers who themselves ensure that the following principles are adhered to by their own suppliers and subcontractors. This is in addition to all applicable environmental, social, and fiscal legislation and regulations that suppliers must comply with.

The Code of Conduct also applies to all supplier entities, i.e. supplier parent companies and subsidiaries, if relevant.

Belfius expects its suppliers to:

Human Rights

- › support and respect the protection of internationally proclaimed human rights
- › not allow any harassment or any form of abuse and ensure that they are not complicit in human rights abuses

Health and safety

- › comply with all statutory and regulatory requirements designed to provide its staff with a healthy and safe work environment
- › deliver products and services that meet the quality and safety criteria specified in contracts with Belfius

Labour

- > respect local and international labour regulations such as remuneration and working hours ; in particular the right to a guaranteed minimum wage.
- > respect the freedom of association and guarantee the right of its staff, including temporary employees, to express themselves openly and freely about their working conditions; respect the right to collective bargaining
- > eliminate all forms of forced and compulsory labour; guarantee employees are free to leave their job after giving reasonable notice
- > effectively abolish child labour; respecting the principles of the International Labour Organisation not to employ children below 14 years of age or as defined under national legislation
- > when recruiting personnel, eliminate and prohibit discrimination based on gender, race, sexual orientation, nationality, ethnic origin, state of health, social origin, religious, political or philosophical beliefs

Environment

- > support a precautionary approach to environmental challenges and work to limit its environmental impact
- > undertake initiatives to promote greater environmental responsibility
- > encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

- > conduct their business with integrity, loyalty, transparency, professionalism and mutual respect
- > apply a specific zero-tolerance policy internally in relation to corruption and fraudulent conduct, in accordance with the **Belfius Anti-Bribery Policy**. In this regard, the Supplier must have its own internal policy that prohibits fraud and money laundering and will implement internal measures to control the risk of corruption and fraud
- > work against corruption in all its forms, including extortion and bribery
- > not offer any gifts, benefits or invitations to Belfius Personnel that exceed normal commercial practices.
- > declare, at the time of the signing of an Agreement with Belfius, that it is not involved in a case of corruption or fraud, nor involved in a related court case or in any other way

Belfius will systematically encourage suppliers to implement their own policies or statements by top management that address the topics mentioned above.

3. SUPPLIER ASSESSMENT

All our procurement activities are assessed against the environmental, social and governance criteria incorporated in this Code of Conduct. Compliance to this Code of Conduct for suppliers is essential and assessed during the selection procedure and through monitoring throughout the lifecycle of the contract.

- > Any supplier passing the screening process successfully and contracting with Belfius will be invited to sign the Code of Conduct.
- > During the lifecycle of a contract, we regularly monitor compliance with the Code of Conduct and invite suppliers to participate at their own costs in regular sustainability assessments and improve their results where appropriate.

Performance monitoring

Belfius is willing to provide reasonable support to suppliers who are willing to implement remediation actions in order to bring their ESG scoring to compliance.

If any violations come to light that cannot be resolved within a reasonable period, Belfius may terminate the business relationship as early as practicably possible for Belfius.

4. WHISTLEBLOWING

It is important to us that anyone can report concerns about illegal, unethical, or inappropriate conduct. The Belfius confidential and anonymous whistleblowing procedure is [available here](#).

5. CHANGES TO THIS CODE OF CONDUCT

This is the version 1.0 of the Code of Conduct (28 July 2021).

Belfius reserves the right to allow this Code of Conduct to evolve based on changes in the law and regulations and the lessons learnt from its application, as well as from the practices applied in the sectors in which Suppliers operate.