

Ethical business conduct Zuidnatie

At Zuidnatie, we are committed to conducting business in an ethical, responsible and sustainable manner. This policy sets out our commitment to human rights, fair labour practices and ethical business conduct in accordance with international standards, laws and regulations. All employees, suppliers and business partners must comply with this policy. Any violations of this policy will result in appropriate corrective actions, which may include termination of employment or business relationships.

We **support** and **respect** internationally recognized **human rights** as set out in the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions. We expect our employees, suppliers and business partners to uphold these principles in all aspects of their operations.

We have a **zero-tolerance** approach to **modern slavery**, including forced labour and human trafficking. We will not engage in or support any form of modern slavery within our business.

We ensure that all employees receive **fair wages** that meet or exceed the minimum legal requirements. **Working hours** must comply with national labour laws, and excessive overtime is discouraged. Employees must receive adequate rest periods in accordance with labour regulations.

To **protect** our company and colleagues **against drug criminals and malicious practices**, **security verifications** are mandatory for Zuidnatie employees. The security verification is in accordance with the applicable Belgian law.

We strictly **prohibit** the use of **child labour**, no individual under the minimum legal working age is employed at Zuidnatie. Where young workers (16+) are legally permitted to work, we ensure their employment does not interfere with their education, health or well-being.

We encourage an **inclusive workplace** free from discrimination and harassment. Employment decisions are based on qualifications, talent and business needs, regardless of race, gender, age, disability, religion or sexual orientation.

We **prioritize** the **health, safety and well-being** of our employees. We comply with all relevant health and safety regulations and provide a safe working environment. Employees receive regular training to prevent workplace hazards and accidents and visitors have to follow safety rules in order to get access to our terminals.

We recognize our responsibility to **minimize** our **environmental impact**. We strive to reduce waste, lower emissions and promote sustainable practices across our operations.

We conduct business with **integrity** and **transparency**. Bribery, corruption and unethical business practices are strictly prohibited. We expect employees and partners to act honestly, comply with all applicable laws and report any unethical behavior.

We strongly encourage employees and stakeholders to **report any violations** of this policy. Reports can be made confidentially through info@zuidnatie.be.

This policy will be reviewed periodically to ensure it remains relevant and aligned with best practices. By implementing this ethical policy, Zuidnatie reaffirms its commitment to responsible business conduct and respect for human rights in all its operations.

Management Board Zuidnatie – 7/02/2025.

