



SERIS Supplier Code of Conduct

FOR-SB-GEN-07 SERIS Supplier Code of Conduct - edition 2 – 21/02/24

Introduction

At SERIS in Belgium with affiliated concerned companies SERIS Security NV, SERIS Technology NV, SERIS Logistics NV, SERIS Event Security BV and SBD NV, we are deeply committed to building a safer world. Central to this commitment is our dedication to sustainability and the principles of Environment, Social, Governance (ESG), encapsulated by the pillars of People, Planet, Profit, and Partnership. We firmly believe that these values are not only integral to our operations but must also be upheld by all our business partners, including suppliers, customers, and stakeholders. We expect all our partners to align with international and national laws governing ethics, compliance, environmental stewardship, and human rights, in accordance with the standards set forth by the International Labour Organization (ILO), the Organization for Economic Co-operation and Development (OECD), and the ten principles of the United Nations Global Compact. With SERIS memberships of 'UN Global Compact' and 'The International League of Security Companies', SERIS demonstrates its devoting and commitment to foster ESG within their own company and security community.

Purpose

The purpose of SERIS is to foster and 'Build a safer world' by offering security solutions that combine the best of people and technology.

Whistleblower Procedure

With our whistleblower procedure we encourage all internal stakeholders and external business partners to report any concerns or complaints without fear of retaliation. This process is designed to uphold transparency and integrity within our operations. For all your concerns, complaints you can contact ETHICS@seris.com.

Environmental:

In line with international conventions, SERIS expects its business partners to adhere to sustainable practices, including but not limited to minimizing carbon footprint, conserving natural resources, and implementing eco-friendly technologies to mitigate environmental impact.



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1. GHG (= Green House Gas) Emission Reduction Targets:

SERIS expects its partners to set ambitious targets for reducing greenhouse gas emissions, tracking progress through transparent reporting mechanisms, and implementing initiatives to achieve emission reduction goals in line with international climate agreements.

2. Energy Efficiency and Transition towards Renewable Energy:

SERIS requires its partners to prioritize energy efficiency initiatives to minimize energy consumption, lower greenhouse gas emissions, and transition towards renewable energy sources where feasible, contributing to global efforts to combat climate change.

3. Waste Management:

Partners must adhere to responsible waste management practices, including waste reduction, recycling, and proper disposal methods, to minimize environmental impact and promote circular economy principles.

4. Transportation:

Partners are encouraged to promote sustainable transportation practices, such as using electric vehicles, optimizing logistics routes, and incentivizing public transportation options, to reduce carbon emissions and minimize environmental footprint associated with transportation activities.

5. Water Conservation:

SERIS expects its partners to conserve water resources by implementing water-saving technologies, managing water usage efficiently, minimizing water consumption and water waste, thereby safeguarding this vital natural resource for present and future generations.

6. Sustainable Supply Chain and Resources Management:

Partners are required to assess and mitigate environmental risks throughout their supply chains, including sourcing sustainable materials, reducing transportation emissions, and promoting environmentally friendly packaging and logistics solutions.

7. Responsible Chemical Management:

Partners must manage chemicals responsibly throughout their operations, including procurement, storage, handling, use, and disposal, to minimize risks to human health and the environment, and comply with relevant regulations and standards governing chemical safety.

8. Air, Water, Soil Pollution Prevention:

Business partners are expected to implement measures to prevent and reduce pollution in all forms, including air, water, and soil contamination, through the adoption of clean technologies and efficient resource management practices.



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9. Biodiversity, Land Use Conservation and Ecosystems Restoration:

Business partners are encouraged to protect and preserve biodiversity and land use conservation by implementing measures to mitigate habitat destruction, conserve ecosystems, and promote sustainable land use practices in their operations. Business partners are encouraged to participate in ecosystem restoration initiatives, such as reforestation projects and wetland rehabilitation, to restore degraded habitats and enhance biodiversity conservation efforts.

10. Environmental Friendly Innovation:

SERIS promotes innovation in green technologies and encourages its partners to invest in research and development of sustainable solutions to address environmental challenges, fostering a culture of continuous improvement and environmental innovation.

11. Environmental Impact Assessment:

Before initiating new projects or activities, partners are required to conduct thorough environmental impact assessments to identify potential environmental risks and develop effective mitigation strategies to minimize adverse effects on the environment.

12. Carbon Neutrality:

SERIS aims for carbon neutrality across its operations and expects its partners to set ambitious targets for reducing carbon emissions, implementing carbon offsetting measures, and transitioning to low-carbon alternatives to mitigate climate change impact.

13. Environmental Education, Training and Awareness:

SERIS advocates for environmental education, trainings and awareness-raising initiatives within its partner network, promoting a culture of environmental responsibility and empowering stakeholders to make informed decisions that contribute to sustainability goals.

Social:

SERIS emphasizes the importance of social responsibility, requiring its partners to uphold fair labour practices, promote diversity and inclusion, and contribute positively to the communities in which they operate.

14. Human Rights and Non-Discrimination:

SERIS demands that its partners adhere to the highest standards of human rights and non-discrimination. Discrimination based on race, ethnicity, gender, religion, age, disability, sexual orientation, or any other protected characteristic is strictly prohibited. Partners must respect and



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uphold the fundamental rights and freedoms of all individuals, ensuring equal treatment and opportunities for everyone. SERIS expects its partners to promote a culture of inclusion, diversity, and respect for human rights within their organizations and throughout their business operations, fostering environments where all individuals are valued and treated with dignity and respect.

15. Labour Rights, Freedom of Association:

SERIS mandates that its partners uphold the fundamental rights of workers, including the freedom of association and collective bargaining. Partners must respect employees' rights to form or join trade unions and engage in collective bargaining without fear of reprisal or discrimination. Any attempts to hinder or suppress workers' rights to organize and negotiate collectively are strictly prohibited. SERIS expects its partners to create an environment that supports the exercise of these rights, fostering constructive dialogue and collaboration between management and workers for the betterment of labour conditions.

16. Working Conditions , Working Hours and Remuneration:

Partners must prioritize safe working conditions, ensure compliance with legal working hour regulations, and provide fair wages and benefits to employees. This includes maintaining a healthy work environment with adequate safety measures, adhering to reasonable working hour limits, and offering reasonable compensation packages that meet or exceed industry standards. Partners should also provide opportunities for professional development and advancement to support employee well-being and career growth.

17. Forced or compulsory labour and human trafficking:

Partners must actively prevent all forms of forced labour and human trafficking within their operations and supply chains. This entails implementing robust recruitment practices that are transparent and free from coercion, deception, or exploitation. Partners should uphold workers' rights to freely choose employment, without fear of coercion or retaliation, and provide access to grievance mechanisms for addressing labour rights violations. Any involvement in or support of forced labour or human trafficking is strictly prohibited and will be met with immediate action.

18. Harassment and Non-discrimination:

Partners must foster a workplace culture that is free from harassment, discrimination, and retaliation. This includes prohibiting all forms of discriminatory behaviour and harassment, such as bullying, intimidation, or verbal abuse, and promoting equal opportunities for all employees regardless of race, gender, age, religion, or other protected characteristics. Partners should establish clear policies and procedures for reporting and addressing harassment complaints, provide training on diversity and inclusion, and create a supportive environment where all employees feel respected and valued.



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19. Diversity , Equity and Inclusion:

SERIS promotes diversity equity and inclusion within its partner network, requiring partners to foster a work environment that values and respects differences in race, ethnicity, gender, age, disability, sexual orientation, and other dimensions of diversity. Partners must provide equal opportunities for employment, advancement, and professional development based on merit, without discrimination based on race, ethnicity, gender, age, disability, sexual orientation, or other protected characteristics.

20. Health & Safety and Personal Protection:

SERIS prioritizes the health and safety of its employees, customers, and communities, requiring partners to implement robust health and safety policies, procedures, and training programs to prevent accidents, injuries, and occupational health hazards in the workplace. The necessary personal protection equipment must be available to ensure the maximal personal protection and avoid accidents and injuries.

21. Supply Chain Responsibility and Diversity:

Partners must ensure responsible sourcing practices throughout their supply chains, including ethical sourcing of materials, supplier diversity, transparency, and adherence to labour and environmental standards to mitigate social risks and promote ethical business conduct. SERIS encourages supplier diversity within its partner network, supporting the inclusion of minority-owned, women-owned, and small and medium-sized enterprises (SMEs) in the supply chain to promote economic empowerment and foster inclusive growth.

22. Human & Labor Rights Training:

SERIS promotes education and training on human & labour rights and responsibilities within its partner network, empowering employees and management to understand and uphold Human & labour standards, promote human & worker rights, and prevent human & labour rights violations.

23. Child Labor Prevention and young workers:

Partners must adhere to national and international laws prohibiting child labour and ensure that no individuals under the legal working age are employed. Additionally, partners must provide special protections and appropriate working conditions for young workers who are of legal working age but under 18 years old. SERIS expects its partners to prioritize the safety, well-being, and educational needs of young workers, offering opportunities for skill development and growth while safeguarding their rights to a safe and healthy work environment.

24. Local Community Engagement and Impact on Indigenous Communities:

Partners are encouraged to engage with local communities in a meaningful and respectful manner, consulting stakeholders, addressing community needs and concerns, and contributing to sustainable development initiatives that benefit the broader community. Partners are encouraged to invest in social initiatives and community development projects that address key social



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challenges, such as poverty alleviation, education, healthcare, and infrastructure development, contributing to sustainable and inclusive growth.

25. Animal Welfare

If applicable to their business or interaction with partners, SERIS expects from its partners to commit to uphold high standards of animal welfare throughout their operations. Partners must ensure that all activities involving animals are conducted in a manner that promotes their well-being, health, and humane treatment.. Partners should comply with relevant animal welfare laws and regulations, adopt best practices for animal care and handling, and actively promote the welfare and dignity of all animals under their care.

26. Employee Well-being:

Business partners are expected to prioritize employee well-being by providing access to healthcare, mental health support, work-life balance initiatives, and professional development opportunities to foster a positive and supportive work environment.

27. Stakeholder Engagement and Communication:

Partners are encouraged to engage and communicate in full transparency with stakeholders, including employees, customers, suppliers, investors, and communities, to build trusting relationships, address stakeholder concerns, and foster collaboration towards shared social responsibility goals.

Governance:

SERIS promotes strong corporate governance principles among its partners, including ethical business conduct, transparency, accountability, and respect for the rule of law:

28. Ethical Business Conduct:

SERIS expects its partners to uphold the highest standards of ethical business conduct, integrity, and transparency in all their dealings, avoiding conflicts of interest, corruption, bribery, and other unethical practices that undermine trust and integrity.

29. Anti-Corruption, Bribery and Extorsion:

Business partners must implement policies and measures to prevent, detect, and address corruption risks, bribery, extortion, facilitation payments, and promote a culture of integrity and ethical behaviour within their organizations. Partners must at all times avoid every impression of corruption. Partners will not pay or offer to pay bribes or illicit payments to government officials, candidates or other parties, in order to obtain or retain business or to influence decisions.



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30. Anti-Corruption and Bribery Training:

SERIS promotes education and training on business ethics and corporate governance within its partner network, ensuring that employees and management understand their ethical responsibilities and obligations under applicable laws and standards.

31. Fair Competition, Anti-trust

Partners must adhere to principles of fair competition and comply with antitrust laws and regulations. This requires conducting business with honesty, integrity, and transparency, avoiding any actions that could distort or undermine fair competition in the marketplace. Partners should refrain from engaging in anti-competitive practices, such as price-fixing, bid-rigging, or market manipulation, and maintain compliance with all relevant antitrust laws to ensure a level playing field for all competitors.

32. Conflict of Interest and Business Gifts:

Partners must avoid any activity that leads to, or may lead to, a conflict of interest. Partners will not use their positions to obtain direct or indirect personal benefits. Partners shall exercise fair, objective and impartial judgement in all business dealings, placing the interests of business partners over any personal interests in matters relating to the business. Conflicts of interest include, but are not limited to, acceptance and giving of personal gifts or hospitality to or from partners stakeholders, other than gifts of modest nominal value or reasonable hospitality given in the ordinary course of business (e.g. at New Year, religious celebrations, festivals, etc.) Business partners must manage conflicts of interest effectively, disclosing conflicts of interest promptly and transparently, and implementing measures to mitigate potential conflicts that may compromise objectivity, integrity, or impartiality in decision-making.

33. Whistleblower Protection:

Partners must establish whistleblower protection mechanisms to encourage the reporting of misconduct, fraud, and other unethical behaviour, ensuring that whistleblowers are protected from retaliation and afforded due process and confidentiality.

34. Ethical and Equal Treatment of SMEs and Payment Conditions:

SERIS emphasizes fair and equitable treatment of both big companies and SMEs by its partners. Discrimination based on company size is unacceptable. Partners must ensure transparent and non-discriminatory practices in supplier selection and establish fair payment terms. Timely and consistent payments to suppliers, irrespective of their size, are paramount to fostering trust and mutual respect. SERIS expects its partners to prioritize integrity and ethical conduct in all business interactions, promoting a level playing field for both big companies and SMEs.



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35. Intellectual Property, Data Privacy and Data Security:

Partners must safeguard the privacy and security of personal and sensitive data in their possession, implementing robust data protection policies, procedures, and controls to prevent unauthorized access, use, or disclosure of confidential information.

36. Corporate Transparency:

Business partners must maintain transparency in their governance structures, operations, and financial reporting, providing accurate and timely information to stakeholders and regulators to enhance accountability and trust.

37. Legal Compliance:

SERIS expects its partners to comply with all applicable laws, regulations, and standards in the jurisdictions where they operate, ensuring legal compliance and adherence to regulatory requirements governing their business activities.

38. Risk Management and Business Continuity:

SERIS expects its partners to conduct thorough risk assessments, identify and mitigate risks, and implement effective risk management strategies to safeguard against operational, financial, legal, and reputational risks that may impact business continuity and stakeholder trust.

39. Board Independence:

Partners are encouraged to ensure board independence and diversity, appointing directors with diverse backgrounds, skills, and expertise to provide effective oversight and strategic guidance to the organization, enhancing corporate governance effectiveness.

40. Shareholder Rights:

Business partners must respect and protect shareholder rights, including the right to participate in corporate decision-making, receive timely and accurate information, and exercise voting rights in accordance with corporate governance principles and regulations.

41. Business Ethics Training:

SERIS promotes education and training on business ethics and corporate governance within its partner network, ensuring that employees and management understand their ethical responsibilities and obligations under applicable laws and standards.

42. Stakeholder Engagement:

Partners are encouraged to engage with stakeholders, including shareholders, employees, customers, suppliers, regulators, and communities, to build trusting relationships, address stakeholder concerns, and enhance corporate governance effectiveness.



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43. Conflict Minerals:

If applicable, SERIS expects that partners and their next tier suppliers support industry-wide efforts to identify, reduce and eliminate the use of conflict minerals. Partners ensure to comply with all international, regional and local laws, regulations, apply 'responsible sourcing', apply due diligence related to conflict minerals sourcing and supply chain. SERIS request that all partners avoid selling parts, components or materials to SERIS that partners either know or suspect might contain conflict minerals. Partners are expected to establish their own conflict minerals policies, due diligence frameworks and management systems.

Compliance to this SERIS Supplier Code of Conduct:

SERIS and its subsidiaries demand full compliance and agreement from all business partners and promote their own business partners as well to comply with all the outlined topics and subtopics of this Supplier Code of Conduct. We reserve the right to request any related information and conduct announced audits on our business partners. Non-compliance may result in corrective actions or termination of existing agreements to ensure the integrity of our commitments.

SERIS affiliates in Belgium:

CEO

Date:

Signature:

CFO and ESG Director

Date:

Signature:

Business Partner acceptance

Name company:

Name :

Date:

Signature: