

SUPPLIER CODE OF CONDUCT

Introduction of Mammoet

At Mammoet, we want to conduct successful business in the right way. To us, this is “doing good business”. We believe that our company can only remain successful if we conduct our business in line with our company principles: integrity and loyalty. Because we want to win and sustain business based on our excellent price-performance, trusted business relations, and a relentless focus on safety, quality, and added value.

To whom it applies:

Suppliers providing goods or services to Mammoet. Including their employees and value chain. Mammoet being the relevant group company.

We expect that suppliers are aligned to this supplier code of conduct and act in line with Mammoet’s general policies, available on the Mammoet website, including:

This Supplier Code of Conduct and the Mammoet Code of Conduct, and relevant other Mammoet policies. Which can be found below.

The Mammoet values

At Mammoet, we believe in fostering a positive and productive work environment. Therefore, we created 5 distinct values. Our suppliers are expected to support our ability to uphold these values and not limit our ability to successfully execute them:

1. **Love to Work:** We encourage a passion for work and a positive attitude. Our suppliers should create an environment where employees are motivated and enthusiastic about their roles.
2. **Results Count:** We value performance and results. Suppliers should focus on delivering high-quality products and services that meet or exceed expectations. Efficiency and effectiveness in achieving goals are paramount.
3. **Take Care:** We prioritize the well-being of all individuals involved in our operations. Suppliers must ensure safe working conditions, respect human rights, and promote the health and safety of their employees.
4. **Be Responsible:** Ethical behavior and integrity are crucial. Suppliers are expected to act responsibly, comply with all applicable laws and regulations, and conduct business in a transparent and accountable manner.
5. **Perform as a Team:** Collaboration and teamwork are essential for success. Suppliers should foster a cooperative environment where teamwork is encouraged and diverse perspectives are valued.

By adhering to these values, our suppliers will contribute to a sustainable and ethical supply chain, ensuring mutual success and growth.

Supplier Principles

As Mammoet, we are bound to our Code of Conduct and all applicable laws and regulations. As a supplier of Mammoet, we expect you to conduct your business in full compliance with Mammoet's Code of Conduct and applicable laws. You must always operate with honesty, safety, and integrity in mind.

As a supplier of Mammoet you will comply with the guiding principles of this Supplier Code of Conduct and with the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, ILO International Labour Standards, United Nations Global Compact Principles, United Nations Sustainable Development Goals (SDGs) and ensure compliance with the applicable national and international labor laws.

The guiding principles for Suppliers are:

1. Human Rights and Labor

Mammoet expects its suppliers to respect internationally recognized human rights and the Mammoet Worker Welfare Statement. As a Mammoet supplier, you are expected to respect and support the dignity, well-being, and human rights of employees, the communities we work in, and everybody involved in our operations. Specifically, as a supplier to Mammoet, you are expected to:

- treat everybody in the course of your business with dignity, respect, and fairness.
- seek to identify adverse impacts related to human rights and labor caused by your business activities before they occur and take appropriate steps to avoid, minimize, or mitigate them.
- not tolerate any form of forced or involuntary labor and any form of (modern) slavery or human trafficking, and commit to preventing these practices in your operations and projects.
- not tolerate child labor and apply the national and international laws and regulations on the applicable statutory minimum age for workers. You are committed to preventing child labor in your operations and projects.
- respect the rights of your employees to freedom of association and collective bargaining.

- support establishing a work culture, based on trust and recognition.
- promote clear communications and be open to receive suggestions, ideas, and criticism.
- aim to prevent moral dilemmas in the performance of duties and offer assistance to find proper solutions if such dilemmas were to arise.
- commit to prevent undesirable conduct such as discrimination, harassment, bullying, intimidation, and abuse of authority. You do not accept any discrimination, whether related to race, color, nationality, ethnic background, age, religion, political opinion, gender, pregnancy, sexual orientation, marital status, disability, trade union membership, or any other characteristic protected by applicable law.
- apply fair employment practices in every aspect of your business and offer good and competitive terms of employment worldwide.
- commit that your employees receive a living wage that meets or exceeds the national legal standard.
- apply applicable national legal requirements and agreed industry standards regarding wages and working hours.
- commit that all your employees work on the basis of a freely agreed, written employment contract with clear terms and conditions in a language they understand.
- respect the rights of communities where you work and are committed to being an active member of society. You recognize that community issues are key issues for your business and that you cannot operate independently of them.

2. Environmental Responsibility

Mammoet expects its suppliers to be committed to promoting environmental sustainability principles as an integral part of business. Specifically, as a supplier to Mammoet, you are expected to respect the following principles, if applicable:

- comply with the applicable national and international environmental laws.
- pursue a policy aimed at preventing soil, water, air, light, and noise pollution, and ensure limiting the production or littering of waste products and the use of hazardous materials.

- ensure responsible natural resource management, including energy, water, raw materials, and land use, with a focus on efficiency, conservation, and circularity.
- promote circular economy practices, including the use of recycled and recyclable materials, reduction of single-use products, and design for re-use and recovery.
- measure, monitor, and reduce greenhouse gas emissions from operations, products, and services, aiming for alignment with the Paris Agreement.
- prevent deforestation and minimize negative impacts on biodiversity and natural resources throughout operations and supply chains.
- make environmental risk management a priority and seek to identify adverse environmental impacts caused by your business activities before they occur and take appropriate steps to avoid, cease, minimize, or mitigate them.
- encourage environmental awareness amongst your employees, suppliers, and others working on your behalf in such a way that protection of the environment is a priority for everyone throughout the supply chain.

3. Anti-bribery and corruption and ethical business

As a supplier to Mammoet in conducting your business, you are expected to:

- not tolerate any bribery and corruption. You do not offer, pay, request, or accept bribes, facilitation payments, or any other favors for the purpose of acquiring or giving any improper business, financial, or personal advantages.
- only allow the provision of reasonable gifts and hospitality by and to Mammoet and business partners in the normal course of business in accordance with applicable laws and without the persuasion of favorable treatment.
- not make any contributions or donations, in money or in kind, to political parties, political officials, or candidates for public office, against applicable law. You should not make any such political contributions or donations on behalf of yourself and/or Mammoet.
- not perform any activities that are subject to international and/or national sanctions (for example, but not limited to US/UK/EU/UN sanctions) and do not have dealings with sanctioned persons/entities. You will follow the applicable laws concerning export control for military and dual use-goods and services.

- operate in fair competition by complying with applicable antitrust and competition laws.
- avoid all situations in which personal or financial interests may conflict with the interests of Mammoet or with you as a supplier or interfere with an objective provision of goods/services.
- seek to select your suppliers based on generally accepted market principles and in accordance with the provisions of this Supplier Code of Conduct. You seek to select suppliers that can supply you with high-quality services and products that are as sustainable as possible.
- pay fair market prices and pay your suppliers on time in accordance with the agreements made, and make reasonable demands of your suppliers. You aim for long-term, stable relationships with your suppliers in exchange for value, quality, competitiveness, and reliability.
- not share information related to your work for Mammoet via the press, television, radio, social media, the internet, or otherwise without the prior and explicit approval from Mammoet. You are required to obtain written approval by the Mammoet Marketing & Communication department prior to sharing any information with third parties, including the publication in the public domain of pictures of your work as a supplier to Mammoet.
- respect and protect intellectual property rights.
- treat Mammoet's business activities, technologies, and financial information confidentially and safeguard the privacy of Mammoet personnel or other Mammoet clients.

4. Safety, Health & Working Environment

Health and safety are paramount to Mammoet. We expect our suppliers to respect their duty of care as an employer and prioritize providing a safe and healthy working environment for all workers. We therefore expect you, as a supplier of Mammoet, to:

- ensure safety and health are top priority in everything you do.
- employ dedicated, professional, qualified and experienced staff.

- ensure optimization of your quality management system to achieve continuous improvement in your business processes.
- strive to achieve continuous improvement in health and safety levels.
- if applicable, ensure that suitable accommodations and living conditions are provided to all workers and that such accommodations comply with local regulations.
- execute regular risk assessments, implement necessary control measures, and provide appropriate training and personal protective equipment to mitigate health and safety risks for workers.

5. Trade Controls

Our suppliers are expected to:

- Know and comply with the export controls, economic sanctions, import regulations, and anti-boycott laws applicable to their work with and for Mammoet
- Never participate in boycotts or other restrictive trade practices contrary to EU, USA and applicable local laws.
- Be familiar and compliant with import/export controls and understand any possible risk and noncompliance scenarios as they relate to the company's products, technology, destination and activities.
- Maintain appropriate customs and trade-related processes and procedures to adhere to all applicable customs laws and regulations.

Monitoring & Enforcement

Mammoet may conduct regular risk assessments, implement necessary control measures, and provide appropriate training as it deems necessary from time to time. As a supplier you agree to participate in any such activities.

By signing Annex 1, you acknowledge and confirm your understanding of and compliance with the requirements set out in this Mammoet Supplier Code of Conduct.

Any Questions?

If you have any questions about this document, please contact our Ethics & Compliance department via codeofconduct@mammoet.com.

Additional resources:

Code of Conduct [\[link\]](#)

Speak up line [\[link\]](#)

Mammoet Worker Welfare Statement [\[link\]](#)

Anti-Bribery & Corruption policy [\[link\]](#)

Annex 1: Acknowledgement Supplier

To: (Mammoet procurement contract)_____

We confirm:

- our understanding of and compliance with the requirements set out in this Mammoet Supplier Code of Conduct
- and our adherence to good ethical practices as set out in the Mammoet Code of Conduct in respect of all of our dealings with Mammoet group companies.

We understand that we may be asked to participate in additional risk assessments and appropriate training, and necessary control measures provided by Mammoet.

Name of Supplier (company name)_____

Name of Supplier (name representative of company)_____

Job title of Supplier _____

Company address_____

Signature:

date: