

# Commitment to respect human rights

Policy Statement



BEKAERT DESLEE

# Commitment to respect human rights

We want to be a leading purpose-driven company and create value for generations. To this end, we build sustainable companies for a future worth living. Our image of a future worth living is based on sustainable value creation that is in harmony with environmental protection and serves the well-being of all. We want to live up to our social responsibility and strike a balance between tradition and innovation. Compliance with human rights due diligence obligations is an essential prerequisite for this sustainable value creation.

We are committed to respecting and complying with all internationally recognized freedoms and human rights, such as the:

- Universal Declaration of Human Rights (UN, 1948)
- International Covenant on Civil and Political Rights (UN, 1966)
- International Covenant on Economic, Social and Cultural Rights (UN, 1966)
- ILO Declaration on Fundamental Principles and Rights at Work and its follow-up declaration (ILO Core Labor Standards, 1998)
- Convention on the Rights of the Child (UN Convention on the Rights of the Child, 1989)
- UN Global Compact (UN, 1999)

BekaertDeslee is committed to preventing and minimizing risks of violations of human rights due diligence within our supply chains and, in the event of a violation, to taking active action against it. For example, we also support the content of the UN Guiding Principles on Business and Human Rights (UN, 2011), the OECD Guidelines for Multinational Enterprises (OECD, 2011), and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration, 2017).

# BekaertDeslee's principles for a future worth living

The expectations for respecting and complying with human rights due diligence are part of the BekaertDeslee's Principles for a future worth living. They are directed at all BekaertDeslee Group companies and employees, via the "BekaertDeslee Code of Conduct".

In addition, BekaertDeslee will guard that these principles are also respected in our supply chain.

Our company expects all contractual parties to adhere to these principles and meet the requirements set out in our BekaertDeslee "Supplier Declaration about ethical business principles".

We respect and comply with all applicable laws, regulations, our internal policies and guidelines. We ensure that we understand all relevant laws and regulations before engaging in any business activity, comply with their principles, and ensure through our actions that we do not inadvertently violate these laws. That's what our BekaertDeslee Code of Conduct says.





# Fair Employment Practices & Diversity

We create fair and safe workplaces where everyone can develop their potential. We do not tolerate discrimination based on gender, age, ethnic origin, nationality, social status, political opinion or sexual orientation. Harassment, retaliation, bullying or disrespect have no place in the BekaertDeslee culture, where everyone's contribution counts.

We respect the rights of our employees and the employees of our business partners in compliance with the following principles:

- Respect for human dignity
- Rejection of child labor
- Rejection of forced labor
- Decent treatment, anti-discrimination and diversity
- Ensuring safety and health in the workplace
- Right of association and collective bargaining
- Fair working conditions and remuneration
- Equal opportunities for professional development

# Responsibility to the environment and communities

Responsible treatment of the environment and natural resources is a matter of course for BekaertDeslee. We use natural resources appropriately and sparingly to ensure that our activities have as little impact on the environment as possible. We promote environmental awareness among our employees and are committed to the dissemination and application of environmentally friendly technologies.

We fulfill our social responsibility by promoting and supporting the communities in which we operate in order to improve economic, environmental, social and cultural conditions and thus promote the respect for and protection of human rights. This includes in particular:

- Protection of soil, water, air, biodiversity and cultural assets
- Eliminate our contribution towards climate change and global warming
- Elimination of environmental pollution and conservation of resources
- Safe handling of hazardous substances
- Responsible handling of wastewater and solid waste
- Eliminate harmful air emissions
- Prevention and emergency preparedness





# Implementation of our due diligence obligations to respect human rights

Our leaders are responsible for compliance with the human rights due diligence obligations in their area of responsibility. Each leader is obliged to inform their employees about the contents of the BekaertDeslee Code of Conduct and this policy statement, and to advise and support them in applying the principles in their daily activities. Every employee is asked to sign the Code of Conduct. BekaertDeslee and its portfolio companies are committed to further and continuously developing measures to identify human rights risks and to continuously improve them. Corresponding measures to mitigate the risks are to be implemented.

The identified risks and their impacts are to be prioritized and assessed on an ongoing basis. In the event of human rights violations directly related to BekaertDeslee's activities and business relationships, effective remedial measures are to be taken in cooperation with the parties and authorities concerned.

Compliance with human rights standards is monitored as part of internal audits.

# Complaints procedure - SpeakUp® Portal

If there are indications of a violation of laws, the principles of the BekaertDeslee Code of Conduct and in particular human rights due diligence obligations, the SpeakUp® portal, a web-based, multilingual notification system, is available.

The whistleblowing system is accessible to BekaertDeslee employees as well as to external parties and also allows the whistleblower to pass on the information anonymously. Of course, all potential compliance incidents can also be reported through the internally communicated escalation channels. Every compliance report – whether reported internally or via the external SpeakUp® whistleblower line – is carefully reviewed and processed by BekaertDeslee's Compliance Officers. BekaertDeslee is committed to maintaining confidentiality and protecting those who raise concerns from retaliation.



This Human Rights Policy Statement is regularly revised and updated to adapt its contents to possible changes in business models or business areas. It was approved by the Management Board of BekaertDeslee in April 2023.

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