



## OMP Supplier Code of Conduct

---

### **OM PARTNERS NV**

Koralenhoeve 23  
2160 Wommelgem (Antwerp)  
Belgium

VAT BE 0428.328.442  
RPR Antwerp District Antwerp

**Version: 3.0**

**Release date: April 1, 2025**



## TABLE OF CONTENT

<b>LEADERSHIP MESSAGE</b> .....	<b>3</b>
<b>1 INTRODUCTION</b> .....	<b>4</b>
<b>2 HUMAN RIGHTS AND LABOR STANDARDS</b> .....	<b>4</b>
2.1 Human rights as a value.....	4
2.2 Diversity and inclusion .....	4
2.3 Mutual respect and prohibition of any form of harassment .....	4
2.4 Child labor and forced labor .....	5
2.5 Appropriate wage and working hours .....	5
2.6 Open communication .....	5
<b>3 HEALTH, SAFETY, AND ENVIRONMENT</b> .....	<b>5</b>
3.1 Health and safety.....	5
3.2 Limiting environmental impact.....	5
3.3 Greenhouse gas (GHG) emissions reporting.....	6
3.4 Protecting biodiversity and natural ecosystems .....	6
3.5 Commitment to sustainability and supplier preference.....	6
<b>4 BUSINESS ETHICS AND TRANSPARENCY</b> .....	<b>6</b>
4.1 Business integrity and fair competition .....	6
4.2 Anti-corruption .....	7
4.3 Conflict of Interest.....	7
4.4 Trade sanctions .....	7
4.5 Information security and data protection .....	7
<b>5 SUPPLY CHAIN RESPONSIBILITY</b> .....	<b>7</b>
<b>6 RAISING CONCERNS</b> .....	<b>7</b>
<b>7 COMPLIANCE</b> .....	<b>8</b>



## LEADERSHIP MESSAGE

Dear Supplier,

Being a leading solution provider in the supply chain planning industry, OMP's mission is to empower, motivate, and inspire supply chain professionals to outperform their goals, outsmart their competition, and outclass themselves while upholding high standards of sustainability and social responsibility. To achieve this, we are dedicated to excellence, maintaining integrity, and demonstrating professionalism in everything we do.

We carefully select our partners based on their alignment with our vision and values, including sustainability and diversity. Teaming up for the long run, we seek partners who not only share our vision but also actively engage in responsible business practices. We rely on our partners to support us in building a sustainable future.

At OMP, we strongly believe that a Code of Conduct for our partners is a step in establishing a long-term sustainable relationship with our partners and the communities in which we operate. Our goal is to ensure that all our partners acknowledge our values and share our commitment to conduct business in an ethical, legal, and socially responsible manner.

As a valued partner of OMP, we count on your dedication and support to continuously adopt and promote responsible business practices. We also encourage you to go beyond compliance and strive for higher standards. We emphasize the importance of sustainability, encompassing both environmental responsibility and social equity, in all aspects of our supply chain operations.

I wish to thank you in advance for your efforts to comply with the principles included in this Code and look forward to a successful business engagement based on mutual trust, honesty, and integrity.

Paul Vanvuchelen

CEO



## 1 INTRODUCTION

As a socially responsible company, OMP positively contributes to society and the environment, and we expect this from our Suppliers too. Our Suppliers are important actors, that allow us to serve our stakeholders and ensure that our entire value chain contributes to that vision of sustainable development.

This Supplier Code of Conduct ("Code") stipulates the minimum standards to which OMP and its affiliates ("OMP") are committed and which OMP requests its suppliers, alliance partners, contractors, and other business partners (hereinafter collectively referred to as "Suppliers") to respect and follow. We would like to establish strong partnerships with our Suppliers built on the foundations of transparency, collaboration, and excellence.

We request our Suppliers to follow all applicable laws and regulations, with a focus on those relating to the topics set out in this Code. The Code is not meant to, and does not, supersede any applicable law. To the extent that there is any conflict between this Code and any applicable law, the applicable law prevails.

Furthermore, our Code sets out principles inspired by the most fundamental international conventions, and guidelines in the areas of ethical conduct, health and safety, environmental and social aspects. The principles below were inspired by the comprehensive framework of the UN Global Compact's Ten Principles. We also encourage, and in some cases require, our Suppliers to apply the principles embodied in this document to their own suppliers and subcontractors.

## 2 HUMAN RIGHTS AND LABOR STANDARDS

We expect our Suppliers to protect the human rights of their employees and to uphold at least the following principles in this respect:

### 2.1 Human rights as a value

One of OMP's core values is "We care for People". A strong sense of social responsibility is core to who we are as a company. Striving to be an optimal employer, we believe people are at the heart of our business and take pride in our outstanding work culture.

In this regard, we ask all suppliers to **respect human rights and avoid complicity in human rights abuses**. Suppliers are requested to engage themselves and to take effective measures to avoid or end any human rights or discrimination violations in the workplace.

### 2.2 Diversity and inclusion

OMP embraces and values diversity in all its forms, whether it be gender, age, ethnicity, or cultural background, we appreciate character, skills, expertise, and opinion. We believe that diversity and inclusion are the catalyst for success and innovation in the workplace.

Hereto we request that our suppliers maintain a positive workplace that promotes fairness and equality. Suppliers shall apply a general prohibition **policy against any discrimination** based on race, ethnicity, nationality, color, age, gender, gender identity, sexual orientation, disability, marital status, political opinions, or religion.

We recognize that DEI practices may vary globally. Therefore, we encourage our Suppliers to adopt and integrate diversity and inclusion practices progressively, in alignment with local regulations and cultural considerations.

### 2.3 Mutual respect and prohibition of any form of harassment

We expect that everyone treats each other in a professional manner, based upon mutual respect, trust, and individual dignity.



Suppliers are obliged to **provide a work environment which is free of harassment, abuse, and violence**, including sexual harassment, intimidation, corporal punishment, inhumane treatment, or any threat thereof in whatever form at the workplace.

## 2.4 Child labor and forced labor

Suppliers shall refrain from using child, bonded, indentured, forced, or involuntary prison labor or coercion. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment, or the age established for completing compulsory education.

Suppliers shall not engage in any form of slavery or human trafficking.

## 2.5 Appropriate wage and working hours

The employment of Suppliers' employees should be based upon a recognized employment relationship.

Suppliers shall pay employees according to applicable wage laws, including minimum wages, overtime pay, and mandated benefits, all of which should at least meet the applicable legal minimum and/or collective agreements.

Suppliers shall set working hours that comply with applicable laws and regulations to ensure the health, safety, and welfare of employees.

## 2.6 Open communication

Open communication and direct engagement with employees to resolve workplace and compensation issues is encouraged. Suppliers shall respect the relevant rights their employees have in this regard under applicable labor laws.

# 3 HEALTH, SAFETY, AND ENVIRONMENT

OMP recognizes the significant environmental challenges the world faces today and is committed to promoting a healthy, sustainable environment. As a company that develops and implements supply chain planning solutions globally, we believe that our business has the potential to positively impact the world by advancing sustainable practices across our supply chain.

We expect our Suppliers to share this ambition and **comply with all applicable laws and regulations related to health, safety, and environmental protection**. We ask our Suppliers to maintain safe and healthy working environments, protect the wellbeing of their workers, and address risks proactively. Additionally, we expect our Suppliers to take active responsibility in reducing their environmental impact through robust environmental management.

## 3.1 Health and safety

Suppliers must provide a safe and healthy work environment that complies with all relevant occupational health and safety regulations. This includes implementing effective safety procedures, providing adequate training and protective equipment, and promoting a culture of prevention. OMP encourages Suppliers to identify and address potential hazards and to continuously improve workplace safety standards.

## 3.2 Limiting environmental impact

Suppliers are encouraged to implement effective and robust environmental management systems to monitor, manage, and reduce their environmental impact. This includes setting measurable environmental performance targets and regularly reporting on progress.



To limit their environmental impact, Suppliers should continuously work on reducing energy consumption, water usage, waste disposal, and their overall carbon footprint. In alignment with the United Nations Global Compact, Suppliers are expected to adhere to the following environmental principles:

- 1) Supporting a precautionary approach to environmental challenges;
- 2) Undertaking initiatives to promote greater environmental responsibility; and
- 3) Encouraging the development and diffusion of environmentally friendly technologies.

### **3.3 Greenhouse gas (GHG) emissions reporting**

To ensure transparency and accountability, Suppliers are required to provide detailed greenhouse gas (GHG) emissions data for the goods and services they offer, where feasible. Ideally, this emission data should be included directly in the invoices for the services and goods provided to OMP, allowing for real-time tracking of environmental impact.

However, when it is not feasible to include CO<sub>2</sub> emissions data on each invoice, we encourage Suppliers to share an annual summary of relevant emissions to support a better understanding of our collective footprint. This yearly report will help OMP assess the total carbon footprint of its supply chain and evaluate progress toward its sustainability goals.

### **3.4 Protecting biodiversity and natural ecosystems**

In addition to reducing emissions, OMP expects its Suppliers to actively protect biodiversity and natural ecosystems. This includes avoiding the sourcing of materials from protected areas, preventing deforestation, and supporting broader conservation efforts. Suppliers are encouraged to implement strategies that minimize environmental degradation and prioritize sustainable sourcing practices that safeguard fragile ecosystems.

### **3.5 Commitment to sustainability and supplier preference**

OMP is striving to build a sustainable future, and we expect our Suppliers to actively contribute to this goal. Preference will be given to Suppliers who demonstrate substantial efforts in reducing their emissions, protecting biodiversity, and minimizing their overall environmental footprint. Suppliers who adopt initiatives such as transitioning to renewable energy, optimizing logistics, using sustainable materials, and supporting conservation efforts will be prioritized in our procurement processes.

By partnering with Suppliers who share our values, we aim to reduce environmental impact across the entire supply chain and promote long-term sustainability.

## **4 BUSINESS ETHICS AND TRANSPARENCY**

Acting ethically is not just about complying with the formal laws and regulations that govern our business. It is also about following high standards of quality and personal integrity. This helps us all to make informed and objective business decisions and avoid unintentional violations of laws and company policies.

### **4.1 Business integrity and fair competition**

Suppliers will be expected to foster an open and honest culture of trust and integrity. Hence, Suppliers shall communicate clear, correct, and truthful information to their stakeholders as well as to OMP.

Suppliers shall obey all applicable competition laws, employ fair business practices, and shall not participate in activities which could qualify as impeding competition in breach of competition laws.



## **4.2 Anti-corruption**

Suppliers shall comply with all applicable anti-corruption laws and shall not engage in any form of corruption, bribery, or money laundering.

Suppliers are prohibited from offering gifts or hospitality above a nominal value to OMP employees, customers, or other relevant stakeholders. Any gift offered can only have a purely nominal value and cannot have the intention to influence a business decision. Hospitality offered must always be linked to business purposes, have an appropriate value, and lack the intention to influence a business decision.

## **4.3 Conflict of Interest**

Suppliers' business or transactions with OMP should remain free of undisclosed relationships or conflicts of interest. If a Supplier or one of its employees has a personal relationship that might give rise to a conflict of interest with OMP, then the Supplier must notify its contact within OMP of this potential conflict of interest and refrain from engaging with OMP until such conflict of interest has been assessed and resolved.

## **4.4 Trade sanctions**

Suppliers shall comply with all applicable international trade sanctions laws and regulations and not deal with restricted parties when dealing with OMP.

## **4.5 Information security and data protection**

Suppliers must protect all information and data received from OMP or its customers while doing business with OMP and in accordance with industry recognized good security practices, legislation, regulations, and contractual obligations. Such information and data must be always kept confidential and not used for any purposes other than the business purpose for which it was provided or made available. Suppliers shall ensure that their security policies are effectively implemented, regularly checked, and continuously improved.

Suppliers shall process personal data in accordance with the applicable data protection laws and regulations.

Suppliers shall respect the intellectual property rights of OMP and its customers.

# **5 SUPPLY CHAIN RESPONSIBILITY**

OMP encourages Suppliers to promote similar standards as set out in this Code within their own supply chains. We invite Suppliers to engage with their own suppliers and subcontractors on these topics and, where possible, support ongoing improvement.

# **6 RAISING CONCERNS**

OMP does not tolerate behavior that is illegal, unethical, or in breach of human rights. We encourage everyone to raise ethical and professional issues without any fear of retaliation whatsoever.

If any concern rises regarding this Code or its application, anyone can directly notify their OMP contact person.

The good faith usage of this reporting possibility can under no circumstances entail any measures against the reporter. All reports will be adequately assessed and in case of violations appropriate measures will be taken.

Suppliers are also encouraged to establish appropriate reporting mechanisms within their own organization to enable their employees and other stakeholders to raise concerns regarding potential illegal or unethical behavior within the organization and/or business activities of the Supplier without fear of retaliation.



## 7 COMPLIANCE

OMP reserves the right to verify whether its Suppliers comply with the minimal principles set out in this Code.

If OMP determines that a Supplier has violated this Code, we will require that the Supplier takes corrective action and provides appropriate supporting evidence to demonstrate rectification. OMP also reserves the right to suspend or terminate any relationship with a Supplier for breach of the requirements of this Code.