

SUPPLIER CODE OF CONDUCT VAN MOSSEL AUTOMOTIVE GROUP

INTRODUCTION

At Van Mossel Automotive Group and all its group companies (hereafter Van Mossel), we value strong, sustainable, respectful and reciprocal partnerships with our suppliers. We are committed to respecting internationally recognised human rights and labour conditions and believe in business relationships based on fairness, transparency and respect.

Our core values reflect these principles and form the foundation of all our actions: **Customer-oriented, Socially responsible, Honest, Open, Hospitable, Driven, Distinctive and Result-oriented.**

As a supplier or partner of Van Mossel, we expect you to act according to the highest standards and in line with these core values. This is the only way we can ensure together that we secure a safe, fair and inclusive working environment that puts customers and employees first. The provisions in this Code of Conduct are a guide in this respect and constitute the minimum standards that you as a supplier must comply with. Compliance with this code of conduct is an essential condition for a successful and sustainable cooperation. By working with Van Mossel, suppliers and partners agree to this code of conduct.

COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable national and international laws, rules and regulations. This includes, but is not limited to, all applicable standards on safety, human rights, working conditions, environmental protection, data protection, trade laws and fair and honest business practices.

HUMAN (RIGHTS) AND WORKING CONDITIONS

We expect you to respect the fundamental human rights of everyone involved in your operations, including employees, (sub)contractors and other stakeholders.

As a supplier, you must ensure a safe and healthy working environment in which any form of forced labour, child labour (as stipulated in the UN Convention on the Rights of the Child, Article 32), discrimination and unfair treatment is strictly avoided. International standards, such as the principles of the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, serve as a starting point here.

We expect you to take responsibility for ensuring the health and safety of your employees, customers and suppliers. This includes taking appropriate precautions. In addition, you provide targeted training so that your employees are well informed about safety rules and procedures. When working on Van Mossel sites, we ask you to strictly observe and follow Van Mossel's policies and guidelines.

At Van Mossel, everyone gets equal opportunities to be the best they can be and we respect diversity in background, differences, and personal qualities. We also demand this commitment to diversity and inclusiveness from our suppliers. Together, we contribute to the success of our organisation and stand for a working environment where everyone counts.

ENVIRONMENT

We expect our suppliers to actively engage in minimizing their environmental footprint and promoting sustainability and community engagement within your operations. This includes limiting environmental damage, using raw materials efficiently, reducing waste, and applying circularity in all business processes.

We invite you to continuously work with us on sustainable solutions and opportunities, with a particular focus on initiatives that contribute to savings and sustainability within our cooperation.

We expect our suppliers to provide high-quality products and services that meet agreed specifications and requirements. As our supplier you ensure the safety of your products and avoid using materials, services or processes that may be harmful to human and environmental health.

DATA PROTECTION AND CONFIDENTIALITY

We expect confidential information obtained through our cooperation to be carefully protected and used only for the purposes intended. To this end, appropriate measures should be taken to secure data against unauthorised access, loss or theft. This includes personal data, customer data and information relating to our cooperation agreements.

TRADE AND EXPORT COMPLIANCE

At Van Mossel, we expect our suppliers to fully comply with all applicable export control and trade laws and regulations. As key partners in our supply chain, suppliers play a crucial role in ensuring compliance with these regulations.

Our suppliers must comply with all national and international export control laws, including sanctions regimes and customs legislation. This means that you will not maintain relationships with sanctioned persons or entities and will not export, re-export or transfer products, technology or services to countries, entities or individuals subject to sanctions or embargoes. As a supplier, you are responsible for ongoing monitoring of compliance with these principles, timely reporting when situations of non-compliance arise or are suspected to arise and taking appropriate action.

DOING BUSINESS WITH HONESTY AND INTEGRITY

Van Mossel does not tolerate any form of corruption, bribery, or unfair or prohibited business practices. Suppliers may not offer gifts or benefits to employees of Van Mossel that may influence decision-making in any way. A gift or service may never be offered if it may create a sense of obligation on the part of the recipient.

ENFORCEMENT AND NON-COMPLIANCE

Non-compliance with this Code of Conduct may result in corrective action, including termination of cooperation. However, we believe in cooperation and actively support our suppliers in improving their processes.

Non-compliance with this Code of Conduct or suspected non-compliance with this Code of Conduct must be reported by the supplier in a timely manner and in writing (by e-mail) to the Group Legal & Compliance department of Van Mossel Automotive Group at the e-mail address:

compliance@vanmossel.com

Anonymous reporting of (well-founded suspicions of) misconduct Van Mossel ensures that its employees and relations feel the space to raise misconduct without this space being restricted by adverse consequences. Our relations can also report misconduct anonymously via our SpeakUp platform. Please note: this must involve a (well-founded) suspicion of misconduct where public interest is at stake. Making a report is completely anonymous. Please refer to the following link:

<https://vanmosselautomotivegroup.speakup.report/raiseyourconcern>

WORKING TOGETHER FOR IMPROVEMENT

We believe it is important that we continue to work together to improve business processes, performance and compliance with this Code of Conduct. We expect you to actively identify risks, take appropriate measures and make use of opportunities to learn and grow, for example through training. At the same time, we are ready to think with you, share knowledge and seize opportunities together to make our cooperation stronger and more effective.

This code of conduct reflects the shared values, ethics and professional standards that form the basis of our cooperation. By signing, you confirm your role as an ambassador of these principles and commit to always act in accordance with this code of conduct.

VAN MOSSEL POLICIES

Van Mossel's guiding principles in the context of human rights and working conditions, diversity and inclusiveness, sustainability, environment and data protection are set out in its policies, available for consultation at:

www.vanmossel.com

On behalf of Van Mossel

Eric Berkhof

CEO Van Mossel Automotive Group