

	Document name:	<b>FSG Supplier Code of Conduct</b>		
	Process no.:	<b>BE-PO-01c</b>	Version:	<b>004</b>
	Process owner:	Director Trade Compliance (FS)	Date:	10-Apr-2025
	Editor:	Margriet de Smaele	Page	1 of 3

## Introduction

As the Fokker Services Group, we always seek to operate to the highest ethical standards. We call this “**doing the right thing**” and we apply this principle to everything that we do.

As our supplier, you are integral to our success. We aim to develop and maintain strong relationships with our suppliers and in return, we expect our suppliers to do the right thing. This means that in addition to providing the highest quality products or services, it is essential that you also operate your business in a way that supports our commitment to the highest ethical standards.

To help you understand what we expect of you and your suppliers in practice, we have prepared this Supplier Code of Conduct that applies globally to all our suppliers. We require all our suppliers to comply with this policy, regardless of any conflicting local business practices or social customs.

If you have questions about this Supplier Code of Conduct or about what is expected of you as our supplier, please speak to your local contact at the Fokker Services Group.

## What Do We Expect from You?

### Ethical Standards

- » Maintain high standards of integrity, honesty, professionalism and fair dealing.
- » Do not commit any act that may adversely impact the interests of the Fokker Services Group, our reputation or good standing.
- » Conduct your business in an open and ethical manner, with respect for human dignity and rights and always apply high standards of social responsibility.
- » Respect the integrity of any information we provide to you and only use it for the purpose for which it is provided.

### Bribery & Corruption

- » Do not engage in any practice that is, or might be perceived to be, corrupt or fraudulent.
- » Neither pay nor accept (nor tolerate anyone else paying or accepting) any bribes, ‘kickbacks’ or other similar payments or inducements.
- » Do not pay any ‘facilitation payments’ to facilitate or speed up official or governmental procedures.

### Your Employees and Contractors

- » Treat all workers with respect and dignity, including those within your supply chain. Adhere to all applicable labor laws, regulations, and globally recognized standards of workers' rights, such as the UN Universal Declaration of Human Rights, the UN Global Compact, and ILO International Labour Standards.
- » Prohibit child labor, forced labor, bonded labor, and all forms of involuntary labor. Ensure that all work is voluntary, and protect employees from any form of harassment, discrimination, or abuse.
- » Regularly identify potential human rights risks and impacts related to your operations. Take proactive measures to prevent and address any adverse human rights effects linked to your business activities.
- » Avoid unreasonable or unlawful discrimination against any employee or worker. Foster fair employment practices by providing equitable wages, prohibiting harassment and discrimination,

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and banning forced or child labor. Respect employees' rights to terminate employment with reasonable notice, allow them to leave the workplace after their shifts, and ensure no recruitment fees are imposed on them.

### Our Employees and Contractors

- » Avoid engaging with employees of the Fokker Services Group in a way that results in, or may be perceived to result in, an inappropriate conflict of interest for them.
- » Respect Fokker Services Group's position on gifts and hospitality. We prefer that you do not give our employees gifts or gratuities. Our employees may be required to decline gifts, gratuities or offers of hospitality that may be perceived as a bribe or inducement. Our employees are never allowed to request gifts and you should never feel obliged to offer gifts or gratuities to our employees.

### Health and Safety

- » Comply with all applicable health and safety laws and regulations. Provide a safe, clean and hygienic workplace for your employees and visitors (including employees of the Fokker Services Group).
- » When your employees are at the premises of one of the companies of the Fokker Services Group, ensure they operate and behave in an acceptable and safe manner, without presenting an undue risk to themselves, our employees or representatives, or others.
- » Properly identify and assess all hazards and risks associated with the use of your products or services and ensure that adequate safeguards and working practices are in place to reduce or eliminate them.

### Environment

- » Conduct business operations in a manner that protects the natural environment. Suppliers must comply with all applicable environmental laws and regulations in the countries where they operate, including obtaining all required environmental permits. In addition, suppliers are expected to align with internationally recognized environmental standards where applicable.
- » Minimize or eliminate resource and material waste, including energy and water. Adopt practices that enhance recycling, reuse, and conservation, while prioritizing a circularity approach to design products for recycling and refurbishment.
- » Consider implementing an environmental management system, such as ISO 14001, ISO 50001, or an equivalent standard, to effectively manage and reduce environmental impacts and to apply energy-efficient measures.
- » Strive to adhere to all relevant laws and regulations, including EU Regulation EC/1907/2006 (REACH), and follow customer guidelines regarding the restriction or use of specific substances, including appropriate labelling for recycling and disposal. Hazardous materials and chemicals should be minimized or avoided whenever possible. If their use is necessary, these substances must be clearly identified and managed to ensure safe handling, transport, storage, use, recycling, reuse, and disposal. Furthermore, suppliers should ensure that workers receive adequate training and are provided with personal protective equipment for the safe handling of hazardous substances.

### Legal Compliance

- » Conduct your business in accordance with all laws and regulations of the countries in which you operate and to which you are subject, including but not limited to the following examples:
  - Trade compliance regimes such as export, import, embargoes and sanctions.

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- Anti-bribery and corruption legislation. You must never engage in any form of bribery or other corrupt practices on behalf of the Fokker Services Group.
- Anti-trust and competition laws. You must not fix prices or rig bids with your competitors, allocate customers or markets, or exchange current, recent or future pricing information with them.

### Observing this Policy

- » Have appropriate policies and procedures in place to enable you to fully comply with this policy. These need not be identical to this policy, but as a minimum, they must be consistent with its principles.
- » Provide the Fokker Services Group with any information it reasonably requests to demonstrate your compliance with this policy and certify your compliance with this policy on request.
- » Inform the Fokker Services Group if you become aware of any actual or potential breach of this policy, whether by you or any other person or company.

### What Can You Expect from Us?

At Fokker Services Group, we believe that ethical business practices are a mutual commitment. While we expect you and your suppliers to uphold high ethical standards, you can expect the same from us. Copies of our relevant policies are available upon request. If you ever have concerns that we may not be adhering to our policies or acting in accordance with our principles, we encourage you to bring them to our attention.

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