

# MEIJER

GROUP



## Supplier CSR and Sustainability Requirements



## Preamble

Meijer-Group is committed to maintaining the highest standards of ethics, human rights, and environmental responsibility. We expect our suppliers to share this commitment and adhere to the following requirements:

## Child Labor and Young Workers

### Prohibition of Child Labor

Suppliers must adhere to the minimum employment age limit defined by national law or by International Labor Organization (ILO) conventions, whichever is higher.

### Protection of Young Workers

Suppliers employing young workers must also comply with any laws and regulations applicable to such workers, including those related to hours of work, wages, working conditions, and the type of work performed.

## Wages and Benefits

### Fair Compensation

Suppliers must provide wages and benefits that comply with all applicable laws and regulations or match the prevailing industry standard, whichever is higher.

### Timely Payment

Compensation must be rendered in a timely manner, and wage deductions must not be made for disciplinary reasons unless permitted by law and agreed to by workers.

## Working Hours

### Standard Working Hours

Suppliers must ensure that working hours, including overtime, comply with applicable laws and are consistent with international labor standards.

### Overtime Compensation

Workers must be compensated for overtime hours at the premium rate established by national law or, in its absence, at a rate exceeding their regular hourly compensation rate.

## Modern Slavery

### Zero Tolerance Policy

Suppliers must not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

### Freedom of Movement

Workers must be free to leave their employment after reasonable notice without penalty. Suppliers must not retain employees' original identification documents.

## Monitoring and Compliance

### Audit Rights

Meijer-Group reserves the right to verify suppliers' compliance with these requirements through audits, inspections, and reviews.

### Compliance with Laws

Suppliers must comply with all applicable laws and regulations and must be able to demonstrate compliance upon request.

### **Breach of Requirements**

Any violation of these requirements may result in termination of the business relationship, including contracts and purchase orders.

### **Continuous Improvement**

#### **Sustainability Initiative**

Suppliers are encouraged to exceed the standards set out in these requirements and to continuously improve their social and environmental performance.

#### **Training and Capacity Building**

Suppliers are expected to develop and implement appropriate training programs to educate their staff on these requirements and related topics.

## **Ethical Recruiting**

### **Fair Hiring Practices**

Suppliers must implement transparent, fair, and lawful hiring practices, ensuring that all employees are treated with dignity and respect.

## **No Recruitment Fees**

Workers should not be required to pay recruitment fees or other related fees to secure employment, and any such fees charged must be reimbursed to the worker.

## **Freedom of Association and Collective Bargaining**

### **Right to Organize**

Suppliers must recognize and respect the right of employees to freely associate, organize, and bargain collectively in accordance with local laws.

### **Open Dialogue**

Suppliers should maintain an open and constructive dialogue with employees and their representatives to address working conditions and terms of employment.

## **Non-Discrimination and Harassment**

### **Equal Treatment**

Suppliers must not discriminate in hiring and employment practices on grounds of race, color, religion, sex, age, physical ability, national origin, or any other applicable legally protected status.



### **Harassment-Free Workplace**

Suppliers must provide a workplace free from harassment, bullying, abuse, or any other form of improper conduct, and take immediate corrective action if such behavior occurs.

## **Women's Right**

### **Equal Opportunities**

Suppliers must ensure equal opportunities, wages, and benefits to women, fostering a gender-balanced and inclusive environment.

### **Maternity Protection**

Suppliers must provide maternity leave in compliance with local laws and must not discriminate against women during hiring due to pregnancy.

## **Diversity, Equity and Inclusion**

### **Inclusive Culture**

Suppliers are expected to foster a diverse and inclusive work environment, where every employee is valued, respected, and can reach their full potential.

### **Equitable Opportunities**

Suppliers must actively promote equal opportunities for all employees, regardless of their background or characteristics.



## Land, Forest, and Water Rights & Forest Eviction

### Respect for Rights

Suppliers must respect the land, forest, and water rights of local communities and indigenous people, ensuring their free, prior, and informed consent for any activities impacting these resources.

### Sustainable Resource Management

Suppliers must implement sustainable practices to minimize the impact on land, water, and forests, preventing deforestation, pollution, and depletion of resources.

### No Forced Evictions

Suppliers must refrain from participating in or benefiting from any form of forced evictions in forest areas and must respect the rights of local and indigenous communities.

## Use of Private or Public Security Forces

### Ethical Conduct

Suppliers utilizing private or public security forces must ensure that they act ethically, respecting human rights and avoiding the use of excessive force, intimidation, or any form of abuse.

### Legal Compliance

Any security forces employed must operate within the boundaries of local, national, and international law.

## Health and Safety

### Safe Working Environment

Suppliers must provide a safe and healthy working environment, implementing appropriate measures to prevent accidents, injuries, and exposure to health risks.

### Training and Awareness

Suppliers must conduct regular training and awareness programs to educate employees about health and safety protocols and practices.



## Anti-Corruption and Anti-Money Laundering

### Zero Tolerance Policy

Suppliers must strictly prohibit all forms of corruption, bribery, and illicit financial activities, implementing robust controls to prevent money laundering.

### Compliance with Laws

Suppliers must fully comply with all applicable anti-corruption and anti-money laundering laws and regulations in the jurisdictions in which they operate.

## Data Protection and Data Security

### Data Safeguarding

Suppliers must implement effective measures to protect the confidentiality, integrity, and availability of data, preventing unauthorized access, disclosure, alteration, and destruction.

### Legal Adherence

Suppliers must comply with all applicable data protection laws and regulations, including international standards and principles.

## Financial Responsibility and Accurate Records

### Financial Integrity

Suppliers must maintain accurate and reliable financial records, reflecting all business transactions truthfully and completely in accordance with applicable financial reporting standards.

### Internal Controls

Suppliers must have effective internal controls in place to ensure financial integrity and responsibility



## Disclosure of Information

### Transparency

Suppliers must disclose information regarding their business activities, structure, financial situation, and performance in accordance with applicable laws and regulations.

### Prompt Reporting

Suppliers must promptly report any legal or ethical concerns, or any conflicts of interest, related to their business relationship with Meijer Handling Solutions.

## Fair Competition and Anti-Trust

### Fair Trading

Suppliers must conduct their business in a fair and competitive manner, refraining from engaging in anti-competitive practices or behaviors that violate anti-trust laws.

### Legal Compliance

Suppliers must operate in full compliance with all applicable competition and anti-trust laws and regulations.

### Compliance Verification

The Meijer-Group reserves the right to assess and verify suppliers' adherence to these requirements through audits, assessments, and reviews.

### Contractual Obligations

Suppliers must fulfill all contractual obligations and adhere to all applicable laws and regulations.

### Consequences of Non-Compliance

Failure to comply with these requirements may result in corrective actions, termination of contracts, and potential legal consequences.

### Continuous Improvement & Enhanced Standards

Suppliers are encouraged to go beyond these requirements, continually improving their ethical, social and environmental standards.

### Educational Initiatives

Suppliers should develop training and awareness programs to ensure their employees and subcontractors understand and comply with these standards.

## Conflicts of Interest

### Disclosure of Conflicts

Suppliers must immediately disclose any conflicts of interest or situations where a conflict might reasonably be inferred, including any relationship with Meijer Handling Solutions employees.

### Objective Decision-Making

Suppliers must ensure that business decisions are made objectively, free from any influences that could compromise judgment.

## Counterfeit Parts

### Prohibition of Counterfeit Parts

Suppliers must not use or supply counterfeit parts and must implement strict quality controls to ensure the authenticity of components.

### Notification Requirement

Any suspicion or detection of counterfeit parts must be promptly reported to Meijer Handling Solutions.

## Intellectual Property

### Protection of Intellectual Property

Suppliers must respect and protect the intellectual property rights of Meijer Handling Solutions and third parties, using such property only for authorized purposes.

### Confidentiality Agreements

Suppliers are required to sign and adhere to confidentiality agreements to safeguard sensitive information.





## Export Controls and Economic Sanctions

### Compliance with Laws

Suppliers must comply with all applicable export control laws, regulations, and international sanctions, ensuring that products, services, and information are properly transferred, disclosed, or exported.

### Due Diligence

Suppliers must conduct due diligence to prevent any violations of applicable export controls and sanctions laws.

## Whistleblowing and Protection against Retaliation

### Whistleblower Protection

Suppliers must encourage their employees to report illegal or unethical conduct and must provide mechanisms for reporting such concerns without fear of retaliation.

### Non-Retaliation Commitment

Suppliers must commit to a non-retaliation policy, ensuring that individuals who report violations or concerns in good faith are not subject to retaliation, intimidation, or harassment.

## GHG Emissions

### Emission Reduction

Suppliers must actively work to reduce their greenhouse gas (GHG) emissions through the implementation of effective emission reduction strategies and technologies.

### Monitoring and Reporting

Suppliers are required to regularly monitor, document, and report their GHG emissions to Meijer Handling Solutions in a transparent and verifiable manner.

## Energy Efficiency

### Energy Conservation

Suppliers must implement practices and technologies aimed at improving energy efficiency within their operations.

### Continuous Improvement

Suppliers are encouraged to continually enhance their energy performance, adopting innovative solutions and best practices in energy management.

## Renewable Energy

### Adoption of Renewable Energy

Suppliers should prioritize the use of renewable energy sources and invest in renewable energy projects where feasible.

### Renewable Energy Goals

Suppliers are encouraged to set and work towards ambitious renewable energy targets, contributing to the global transition to sustainable energy.

## Decarbonization

### Carbon Reduction Initiatives

Suppliers must undertake initiatives aimed at decarbonizing their operations, products, and supply chains.

### Carbon Neutrality Commitment

Suppliers are encouraged to commit to achieving carbon neutrality and to set credible and science-based carbon reduction targets.

## Water Quality and Consumption Management

### Water Stewardship

Suppliers must manage water resources responsibly, ensuring efficient water use and minimizing water pollution.

### Water Risk Management

Suppliers are required to assess water-related risks in their operations and supply chains and implement strategies to mitigate these risks.

## Air Quality

### Emission Control

Suppliers must control and minimize the release of pollutants into the air, adhering to all applicable air quality standards and regulations.

### Air Quality Improvement

Suppliers are encouraged to invest in technologies and practices that contribute to improving ambient air quality.

## Responsible Chemical Management

### Chemical Use and Disposal

Suppliers must manage chemicals responsibly, ensuring safe use, storage, and disposal and minimizing the release of harmful substances into the environment.

### Chemical Disclosure

Suppliers are required to disclose information about the chemicals they use, particularly those that are hazardous to health and the environment.

## Waste Reduction, Reuse, and Recycling

### Waste Management Strategy

Suppliers must implement strategies to reduce, reuse, and recycle waste, prioritizing waste diversion from landfills.

### Sustainable Packaging

Suppliers are encouraged to use sustainable packaging options and to participate in packaging take-back or recycling programs.

## Animal Welfare

### Humane Treatment

Suppliers must ensure the humane treatment of animals and adhere to applicable animal welfare laws and best practices.

### Ethical Sourcing

Suppliers should prioritize sourcing from suppliers who comply with recognized animal welfare standards.



## Biodiversity and Land Use & Deforestation

### Biodiversity Conservation

Suppliers must operate in a manner that protects biodiversity and avoids the degradation of ecosystems.

### Sustainable Land Use

Suppliers must adopt sustainable land-use practices and should work to prevent deforestation and land degradation in their supply chains.

## Soil Quality

### Soil Health Preservation

Suppliers should implement agricultural and land use practices that maintain or enhance soil health and prevent erosion and degradation.

### Contamination Prevention

Suppliers must take steps to prevent soil contamination from chemicals, waste, and other pollutants.

## Noise Emissions

### Noise Control

Suppliers must control noise emissions from their operations to prevent disturbances to local communities and the environment.

### Noise Reduction Initiatives

Suppliers are encouraged to invest in noise reduction technologies and practices.

## Monitoring and Compliance

### Compliance Verification

Meijer Handling Solutions B.V. / Meijer-Metal B.V. reserves the right to verify supplier compliance with these requirements through audits and assessments.

### Legal and Contractual Adherence

Suppliers are obliged to uphold all applicable laws and contractual agreements.

### Non-Compliance Consequences

Violation of these requirements may result in corrective actions, termination of business relationships, and legal proceedings, where applicable.

Validation of the supplier sustainability policy identified that:

- Land, Forest and Water Rights and Forced Eviction policy area found in the evidence but not declared.

Your supplier sustainability requirements should cover:

- Land, Forest and Water Rights and Forced Eviction.
- Binding requirements towards tier-1 suppliers to pass on standards along the supply chain.

## Agreement

I, [Supplier Representative], on behalf of [Supplier Company], hereby agree to adhere to the Supplier CSR and Sustainability Requirements as mentioned above.

**Signature:**

**Date:**

## Continuous Improvement and Ethical Awareness

### Higher Ethical Standards

Suppliers are encouraged to adopt higher ethical standards and practices, going beyond the minimum requirements outlined herein.

### Training and Education

Suppliers should institute training programs to cultivate ethical awareness and compliance among their employees and subcontractors.

## Conclusion

Suppliers adhering to these standards affirm their commitment to environmental stewardship, responsible resource management, and sustainable development, playing a vital role in creating a sustainable and resilient supply chain.