



MEDIAHUIS

Code of Conduct for Suppliers

Mediahuis Nederland B.V.



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General

Mediahuis Nederland B.V. (hereinafter: 'Mediahuis') views sustainable business practice as an important point for attention. Sustainability of commercial activities is important for the future of our world, our society and ourselves. Mediahuis is a self-confident enterprise with its own, strong identity. Entrepreneurship focuses on social relevance in the long term, with media products for the multimedia consumer leisure markets. Daily we reach several millions of people in the Netherlands with our products. Well-informed people and relaxation are essential for wellbeing and the development of an engaged society. When people feel engaged, they are able to make considered decisions. The choices we are making now determine the life of tomorrow.

Mediahuis is aware of its position as a multimedia news business and of the fact that our activities have an impact on people and the environment. That is why sustainable business practices are fully integrated in Mediahuis' strategy. It contributes to our identity, our right to exist, our innovative power, our social embeddedness, our reliability and our attractiveness and credibility as content supplier and employer. Sustainability therefore means much more than the mere compliance with national and international laws and regulations.

With its business activities, Mediahuis wants to make a contribution to creating a circular economy long-term value for people within and outside the company, the environment and to the economy. We are of the view that we must deal consciously with waste and that we are responsible for our emissions. We handle raw materials responsibly. We protect the environment and absolutely do not engage in child or forced labour. We combat discrimination, offer reasonable payment for labour. We are fully behind the 'freedom of association' and pursue safe and healthy working conditions. Acting ethically is crucial for Mediahuis and there is no place in our world for bribery and corruption. In an open dialogue Mediahuis reports on this, and on our integrated strategy, to our customers, employees and other stakeholders in society.

Mediahuis considers it its duty to involve partners and suppliers in its sustainability considerations. That is why Mediahuis expects the same commitment to sustainability from each company it does business with. This relates to suppliers, partners and other parties with which it enters into collaboration agreements (hereinafter referred to as 'suppliers'). Mediahuis aims for long-term relationships. After all: sustainability is a long-term project and can only be successfully pursued in long-term relationships. Mediahuis expects that each supplier complies in any event with the obligations that arise from national and international legislation and regulations in the manner as described in this Code of Conduct for Suppliers. In this context, Mediahuis expects the following from its business partners:

Laws and regulations

The supplier satisfies all applicable national and regional laws and regulations. In addition, the supplier observes all standards, including all relevant standards of the International Labour Organisation (ILO), the United Nations (UN) and the Organisation for Economic Cooperation and Development (OECD), which apply as a minimum within the business sector. The strictest regulations are always the benchmark.

Consciously dealing with waste and emissions

The supplier shall respect the existing environmental legislation and voluntarily aim to treat, store, transport, use and remove waste safely. In addition, the supplier pursues a policy aimed at the reduction of emissions, noise pollution and dangerous substances. The supplier shall, solicited and unsolicited, be clear and open about the type and size of the waste.



Ethical raw materials

The supplier shall make maximum efforts to realise the traceability of the raw materials it works with. The supplier guarantees that no raw materials are used which originate from illegal land use. The so-called 'high conservation value forests' are respected; no products are extracted that are not certified.

In addition, the supplier has a policy relating to energy efficiency. This policy is complied with and the supplier offers insight into its energy consumption. The supplier will also make efforts to reduce climate change in our world. The supplier shall also encourage the use of renewable energy in the chain. This means it will also encourage its own suppliers and partners to use renewable energy.

Environment protection

The supplier complies with all environmental laws and regulations that apply to its own business activities; it shall also report in a transparent matter on the environmental impact of its activities. It deals proactively with any environmental impact, continuously looks critically at its own processes and shall not undertake activities that may possibly form a risk for the environment in the chain. The supplier takes responsibility by using techniques in the production process that have a minimum negative impact on the environment, for example. The supplier makes maximum efforts to limit the negative impact on biodiversity in the chain - including at suppliers and partners.

Forced and child labour

The supplier does not use forced or involuntary labour, irrespective of whether it relates to work by prisoners, slavery, contract labour or otherwise. Carrying out work must be based on a voluntary agreement, such as set out in the ILO convention [105](#). The supplier also complies with all national and international laws and regulations which apply to child labour, including convention [138](#) and [182](#) of the ILO.

Discrimination

The supplier shall treat and reward its employees equally in view of the nature of the work and the intensity of effort. No form of discrimination is permitted. This includes discrimination on the basis of race, caste, national or social background, gender, marital status, age, disability, sexual orientation, membership of trade unions, religion, political preference or any other personal characteristics or status in accordance with ILO conventions [100](#) and [111](#).

Payment

Payment for work must at least comply with the most strict national legal standards, industrial standards and/or ILO conventions (in particular [26](#) and [131](#)), relating to the amount of the payment. Mediahuis expects the supplier to aim for an income for employees and producers in the chain that is sufficient to provide in their basic needs and a certain free disposable income if no national or international standards have been set for this yet.

Freedom of association

The supplier must acknowledge the freedom and rights of workers to organise themselves in order to promote their interests. This relates to freedom and rights, including such as set out in ILO conventions [87](#) and [98](#).

Safe and healthy working conditions

The supplier must act in accordance with the [UN's Universal Declaration of Human Rights](#) and the Declaration on Fundamental Principles and Rights at Work as formulated by the ILO.



The supplier must comply with all national and international laws and regulations relating to work and working conditions such as set out in ILO convention [155](#). All applicable CLAs will also be complied with.

The supplier will, taking the specific dangers of the relevant sector into account, provide a safe, hygienic and healthy work place for employees. It must take adequate precautionary measures to prevent accidents and damage to health that arise from, relate to or occur during the work.

Acting ethically

The supplier shall not engage in any form of corruption or bribery. This includes payment or receipt to influence decision-making or the acquisition or retention of benefits.

Mediahuis expects the supplier to act in an ethical manner and to observe all applicable laws and regulations relating to the protection, use and publication of business-related, confidential and personal information.

Amendments

Mediahuis reserves the right to amend the content of this Code. The revised Code of Conduct shall be applicable from the moment of publication on www.mediahuis.nl.

Agreed and signed

By signing the Code of Conduct the supplier declares to agree with the above, and declares that the Code of Conduct, as published on www.mediahuis.nl, will be applicable to all deliveries, services and agreements that supplier entered into or will enter into with Mediahuis.

Date:

Town/city:

Company name:

Name:

Position: