



# Supplier Code of Conduct

December 2020

## Introduction

Redevco promotes and expects the application of high ethical, environmental, legal, and employee-related standards within our own business and among our service providers and suppliers. Our commitment to integrity is set forth in our Business Integrity Principles, which provides standards for all our business conduct. Our commitment to wider sustainability topics is set forth in our Environmental, Social and Governance Policy. Both policies can be found on [Redevco.com](https://www.reddevco.com).

We believe that deviations from, or violations of these standards are unacceptable, and that stakeholders can raise issues without any fear of retaliation or discrimination. To that end, a Whistleblowing Policy is in place which can also be found on [Redevco.com](https://www.reddevco.com).

## As a Redevco supplier you are committed to:

### Proper business conduct

- maintaining the highest standards in fair business practice and ethics;
- not engaging in any form of corruption, extortion, embezzlement, or bribery;
- always promoting fair and impartial competition;
- avoiding conflicts of interest;
- putting ethical business practices first and complying with applicable tax and other legal requirements;
- supporting the 'Universal Declaration of Human Rights of the United Nations' and complying with the conventions and recommendations of its International Labor Organization.

### Social impact

- creating and maintaining a safe and healthy workplace;
- recognising and valuing the existence of different norms, cultural values, religion, sex, social origin, and ethnical backgrounds;
- recognising the right of employees to join or refrain from free association and collective bargaining;
- taking the necessary precautions to safeguard the occupiers of and visitors to Redevco managed assets from any kind of harm or other forms of nuisance during refurbishment or renovation works;
- being aware of the impact of your activities on the local community where you are exercising your service(s) on behalf of Redevco.

### Contributing to the environment

- respecting and applying wherever possible the common principles of reduction, reuse, recycling, renewal, and redistribution;
- restricting waste, separating as much as possible and recycling/reusing of waste;
- using energy and water consumption as efficiently and economically as possible;
- stimulating the use of environmentally friendly and sustainable materials;
- considering the ecological footprint when making decisions regarding the purchase of products and materials;
- giving the circular economy the necessary attention, aiming to use products, their components, and their materials as long as possible, in line with the principles above;
- reducing CO<sub>2</sub> from transport by travelling in a sustainable way and replacing on-site meetings with teleconferences where possible.

The standards stated above are paramount and are always part of the existing contracts. We hope to achieve an ecological and social impact that benefits everyone. In this way we, as an investment manager want to find solutions to today's challenges.

We are counting on your commitment.