

Supplier Code of Conduct

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Version control

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Description	Name	Function	Date
Author	C. Brenninkmeijer	Head of Sustainability	August 2024
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1. Introduction

Redevco is dedicated to high ethical, environmental, legal and employee standards in our operations and those of our suppliers. Our [Business Integrity Principles](#), [Human Rights Policy](#) and [Environmental, Social and Governance Policy](#) outline our commitments, which are available at redevco.com.

We consider any deviations from these standards unacceptable. Stakeholders can raise concerns through our [Speak Up Policy](#), also at redevco.com, without fear of retaliation.

By partnering with us, you are expected to uphold our commitments, protect human rights, promote fairness and support environmental sustainability. Compliance with this supplier code of conduct is mandatory in formal agreements and we value collaboration to meet these standards, taking necessary action when compliance is lacking.

2. As a Redevco supplier you are committed to:

2.1. *Respect human rights and fairness*

- Adhere to the following international normative standards:
 - [OECD guidelines for Multinational Enterprises](#)¹ with recommendations for responsible business conduct and supply chain due diligence.
 - UN Global Compact principles² in the pillars of human rights, labour, environment and anti-corruption.
- Health & Safety:
 - Engage your supply chain partners on health and safety topics for their workers.
 - We expect the health and safety records to be monitored and all relevant documentation, and safety and maintenance certificates to be kept up to date.
 - Support the '[Universal Declaration of Human Rights of the United Nations](#)³, comply with the conventions and recommendations of its International Labor Organization and have policies in place demonstrating how this is managed; including but not limited to:
 - Working standards, working hours, social security, wages and frequency of wage payments.
 - No discrimination.
 - Freedom of association, protection of the right to organise and the right to collective bargaining.
 - No forced or compulsory labour. Comply with anti-slavery legislation [UK and ILO].
 - No child labour.
 - Promote inclusion, diversity and equity.
 - Prevent harassment or discrimination towards employees, including all forms of physical, verbal or psychological abuse.
- A Speak Up Policy, which can also be found on the supplier's website, is accessible to staff, workers and the general public.

¹ https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html

² <https://unglobalcompact.nl/en/ten-universal-principles/>

³ <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

2.2. Act ethically, responsibly and transparently

We expect our suppliers to act ethically, responsibly and transparently:

- Proper business conduct
 - Maintain the highest standards in fair business practice and ethics.
 - Not engage in any form of corruption, extortion, embezzlement, or bribery.
 - Promote fair and impartial competition.
 - Avoid conflicts of interest and, in the event of a (potential) conflict of interest, disclose this to the stakeholders involved and ensure that any conflict is properly managed.
 - Put ethical business practices first and comply with applicable tax and other legal requirements.
 - We commit to prompt payments and expect you to also pay your own suppliers according to payment terms.
 - Ensure that you have a system for dealing with supplier complaints and disputes.
- Transparency
 - Willing to engage in sustainability policies and matters.
 - Open to limited assurance/audit on your service provision to us.
 - Open to joint communication on sustainable practices.
 - Open to share data with us e.g. to meet Global Real Estate Sustainability.
 - Benchmark (GRESB) requirements.
 - Require your suppliers to adhere to the same level of transparency.
- Exclusions: Redevco excludes manufacturers of narcotics, tobacco, weapons, drugs, alcohol and adult entertainment or gambling venues and we expect you to do the same.

2.3. Contribute positively to the environment

- Respect and apply wherever possible the common principles of reduction, reuse, recycling, renewal and redistribution.
- Restrict waste, separating as much as possible and recycling/reusing of waste.
- Use energy and water consumption as efficiently and economically as possible.
- Stimulate the use of environmentally friendly and sustainable materials.
- Reduce CO2 from transport by travelling in a sustainable way and replacing on-site meetings with online meetings where possible.

3. For suppliers to whom the following topics are relevant:

3.1. Responsible sourcing

In your service provision to us:

- Demonstrate supply chain responsibility and avoid causing or contributing to adverse impacts on people, the environment and society, particularly with high-risk materials such as cement, stone, bricks, steel and PV panels (tier 1-2-3).
- Identify and report high-risk components and raw materials in your supply chain where child labour or forced labour is believed to be involved.
- Use sustainable materials and products, preferably locally and reused, that do not contain any restricted substances listed by the Cradle to Cradle Products Innovation Institute and have an appropriate certification (e.g. PEFC or FSC certification for wood products).
- Have Due Diligence practices in place for your own suppliers.
- Your suppliers (e.g. subcontractors) will comply with this Supplier Code of Conduct and it will remain your responsibility to ensure they do so.

3.2. Social value

Support us to deliver social value in the communities where we operate:

- Promote local skills and development.
- Support the growth of regional local businesses.
- Procure locally if possible.
- Contribute to placemaking through community engagement initiatives.
- Build strong relationships with stakeholders.
- Ensure a safe & secure environment, including considerations for walking, biking, and disabled persons.
- Ensure the health and safety of the public.

3.3. Road to Net Zero Carbon

Support us in our mission to NZC in 2040, prevent pollution and adapt to climate risks:

- Measure and reduce absolute embodied carbon. For construction sites, a Whole Life Carbon Assessment (WLCA) should be available.
- Measure and reduce absolute operational carbon and energy intensity.
- Have an emission free construction site.
- Prioritise equipment and transport that do not use fossil fuel.
- Reduce air, noise and water pollution.
- Incorporate climate adaptation solutions in operational management.

3.4. Natural environment

Support us to prevent negative natural impact and promote biodiversity:

- Consider the ecological footprint when making decisions regarding the purchase of products and materials.

- Provide us with the carbon footprint of the products sold to Redevco.
- Apply circular economy principles, aiming to use products, their components, and their materials for as long as possible.
- Respect and promote biodiversity. Seek to achieve net biodiversity gain.
- Responsible water management: measure and minimise water use, promote water capturing.
- Responsible waste management:
 - Increase the use of recycled/upcycled materials.
 - Conduct circular economy assessments.
 - Give priority to re-use of materials on site.
 - Waste is separated, non-hazardous, minimised, measured and re-used or re-cycled.
 - Measure and reduce waste going to landfills.
 - Aim for Zero Waste on construction sites.