



SUPPLIER CODE OF CONDUCT



LBC Tank Terminals believes that we are responsible for the impact of our decisions and activities on society and the environment. We are committed to conducting our activities safely, ethically, and transparently in such a way that we meet the needs of the present without compromising the ability of future generations to meet their own needs. LBC is committed to operating as a responsible corporate citizen and to complying with all relevant local, national, and international laws.

Our mission is supported by our five core values which are directly connected with our sustainability efforts: responsibility, transparency, respect, integrity, empowerment. We act responsibly towards our stakeholders. They also form the basis for this Supplier Code of Conduct, which outlines our expectations for supplier conduct regarding labor practices and human rights, health and safety, environmental protection, as well as ethics and fair business practices.



HEALTH AND SAFETY

Safety is a core value that must be at the center of all decision making at all levels within the organization and everybody is obliged to make responsible decisions. Suppliers shall provide and maintain a safe work environment and encourage sound health and safety practices. We expect our suppliers to:

- Identify, evaluate, and manage occupational health and safety hazards through a prioritized process of hazard elimination and control. Employees shall be provided with properly maintained job-related personal protective equipment and instruction on its proper use;
- Identify and assess potential emergency situations. For each situation, suppliers shall develop and implement emergency plans and response procedures that minimize harm to life, environment, and property; and
- Adequately inform employees about health and safety issues and provide appropriate training in their regional language to minimize health and safety risks associated with their job assignments.

LABOR PRACTICES AND HUMAN RIGHTS

LBC conducts business in a manner consistent with international business, labor, and human rights standards. We expect our suppliers to meet the same standards in the below-mentioned areas:

- Anti-discrimination, anti-harassment, and abuse
- Prevention of forced labor and human trafficking
- Prevention of child/underage labor
- Working hours
- Wages and salaries
- Freedom of association and collective bargaining

ENVIRONMENTAL PROTECTION

Suppliers shall identify the risks and environmental impact of their products or services during the production, distribution, and transportation process as well as their entire lifecycle and look for opportunities to reduce these. We expect our suppliers to:

- Reduce energy, water, and natural resource consumption by implementing conservation and substitution measures;
- Implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle waste categorized as hazardous and non-hazardous material;
- Implement a systematic approach to identify, control, and reduce wastewater produced by their operations, if applicable, and conduct routine monitoring of the performance of their wastewater treatment systems;
- Identify, manage, reduce, and responsibly control air emissions released from their operations that pose a hazard to the environment, and conduct routine monitoring of the performance of their air emission control systems as applicable to their business and in accordance with local or national standards;
- Minimize hazardous substance consumption by implementing reduction or substitution measures and prevent environmental pollution as applicable to their business;
- Obtain, keep current and comply with all required environmental permits, and comply with the reporting requirements of applicable permits and regulations; and
- Systematically and regularly evaluate the impact of their activities on local residents, of which the results are to be documented.

ETHICS AND FAIR BUSINESS PRACTICES

We expect our suppliers to conduct business in a fair and ethical manner. This includes:

- Operating in full compliance with local and (inter)national laws, regulations, and industry codes that are applicable to their business operations, obtaining all necessary permits, and adhering to anti-trust and other competition laws, international trade, export control regulations as well as embargoes imposed by national or supranational bodies or governments;
- Refraining from all forms of corruption, including extortion and active or passive bribery, commission sharing, money laundering, theft and fraud, tax evasion or tax fraud;
- Respecting that LBC employees do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of the decisions made by LBC or the supplier. Political and charitable contributions should comply with applicable laws, regulations, and policies;
- Disclosing information to LBC regarding potential conflicts of interest they are aware of or should be aware of as an LBC supplier; and
- Protecting all confidential information provided by LBC and its respective business partners.

COLLECTION AND DISTRIBUTION OF DATA

LBC commits to comply with applicable data protection laws and to protect personal, business, and other data. We expect our suppliers to do the same.

SUSTAINABLE PROCUREMENT

Suppliers shall procure goods and services in a responsible manner. They shall select their own suppliers providing goods or services based on standards comparable to those set forth in this Supplier Code of Conduct.

WHISTLEBLOWER POLICY



Stakeholders can report unethical, illegal or irresponsible acts via our dedicated communication service just-say-it@lbctt.com. This process is available for employees and third parties, including contractors and suppliers. Alternatively, such a concern can be raised in writing to LBC Tank Terminals Group, C/O "Just Say It", Oude Maasweg 2, 3197KJ Rotterdam, The Netherlands.

By accepting to work for or with LBC, suppliers commit to abide by this Supplier Code of Conduct. Our expectation also extends to our suppliers' subsidiaries and affiliates, their subcontractors or other business partners throughout the supply chain. The supplier is expected to act responsibly in its own subcontracting activities by complying with all applicable legal requirements, and by committing to the principles set out in this policy. We expect suppliers to use appropriate measures to establish and maintain the standards set forth in this Supplier Code of Conduct and provide relevant evidence to LBC upon request. To verify compliance, LBC reserves the right to conduct audit, either directly or through an accredited body, and request corrective actions if deemed necessary. If a supplier fails to meet the Supplier Code of Conduct, LBC reserves the right to take appropriate actions.