

Aertssen Group Code of Conduct

September 2023



Introduction

Aertssen

world around us, one thing will always remain the same: Aertssen's commitment to maintaining the highest standards of busione of our most valuable assets. And like any asset, we must develop it and protect it.

to modern society. We aim to create longholder, supplier or representative body, you sen the company it is. are required to follow our code of conduct, at all times, no matter where you are. You will **Third parties** also need to make sure these binding rules Aertssen works with third parties: governty. This is because the code of conduct esanti-corruption initiatives.

Corporate responsibilities

the viability, cost-effectiveness and sustai- duct are always met. nability of basic infrastructure, support the competitiveness of our customers and safe- If you do not understand the principles conness ethics and integrity. Our reputation is guard quality of life. How do we fulfil all these responsibilities? The Aertssen Code of Con- or are not sure how to apply them, please duct serves as a framework that ensures we consult HR; they will be happy to help you in implement sustainable business practices. It any way. Full compliance with the Aertssen We are involved in activities that are crucial encourages more efficient use of resources. Code of Conduct is essential. I ask each of long-term environmental and social com- you to make a personal commitment to abiterm value for Aertssen itself, as well as our patibility, and enhanced security. It ensures de by it. stakeholders and everyone who benefits we treat our suppliers fairly, act legally, work from the projects we are involved in. But it's to fight against corruption and prize ennot just what we do that's important. It's how vironmental friendliness in everything we do. we do it. As an Aertssen employee, stake- It establishes the principles that make Aerts-

are implemented and observed throughout mental and non-governmental individuals, your own supply chains. By doing so, you are companies, organizations and other entities assured of acting ethically and with integri- that are not employed, owned or controlled by Aertssen in any way. They may provide tablishes an ethical framework for all of us services or engage in business activities, on to base our decisions on. It underpins eve- behalf of Aertssen, work alongside Aertssen rything we do. It represents our values and or be sub-contracted to assist Aertssen. As beliefs by addressing human rights, labor such, they could be considered to represent standards, environmental protection and Aertssen or the Aertssen name. Over the course of our business processes and relationship, Aertssen will regularly monitor third

parties to prevent any misconduct and to Whatever changes may be going on in the By meeting our responsibilities, we ensure ensure the provisions of the Code of Con-

tained within the Aertssen Code of Conduct,

Greg Aertssen CEO Aertssen Group

Our shared values



All our employees are encou-

raged to take initiative to con-

tinually improve our services. A

strong work ethic is crucial for

the growth of our company.

Any suggestions with respect

to innovation are welcome.

We aim at a creative com-

pany environment with scope

for personal growth. Together

we make a team of entre-

preneurs, driven by the desire

to be successful, always and

everywhere. We all stand to-

gether. We maintain our res-

ponsibilities when delegating

work and we encourage ini-

tiative and debate, showing

respect for everyone's contri-

bution. Work ethics and en-

trepreneurship are in our DNA:

everything is possible as long

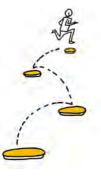
as you work hard and skilfully,

invest in people in a well-con-

sidered manner and embrace

technology to the full.

Entrepreneurship



Turning a threat into an opportunity is part of the roots of our company. We cannot survive if we don't know how to adapt to changing market circumstances. Today, more than ever, we hold on to this creed. We wish to be flexible and agile, so we can fully meet the demands of our customers. To this end, we take reasonable and well-considered risks and adjust ourselves continuously to changing circumstances. When taking decisions, our focus is on the long-term and on anticipating the future.



Reliability

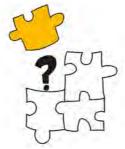
we do.



Respect is the keystone of our family business. We honour our agreements and are honest. honourable, and tolerant. We are communicative about our responsibilities and are always willing to take up our responsibility and to account for our actions whenever necessary. Trustworthiness: that's what it's about as well. We want to go to great lengths for our customers to achieve this. No excavation work is too difficult, no hoisting too heavy, no transport impossible. The customer can count on us. We do what we say and say what

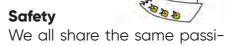


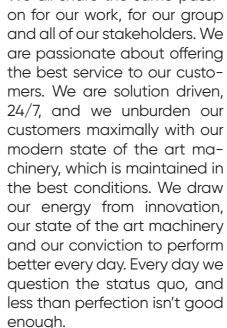
with a world view and an open culture, where all employees are welcome and where we listen to one another with respect. Every day again. We strive for this in a transparent company environment, where all employees get the opportunity for further personal development. An environment where a positive attitude is crucial and where attention is paid to a healthy work-life balance with room for fun and pleasure. We are one family, one team. We are ready to help each other, under all circumstances. We want to be open and transparent in our business conduct towards our stakeholders as well. The family nature of our group is embedded in each department of our organization.



Solution driven

We attach great importance to thinking along with our customers. Each and every day. We present our customers with solutions so as to unburden them as best as we can. More than ever we focus on innovation to ensure the relevance of our company in the future. In these volatile, uncertain, complex, and ambiguous times we are convinced of the necessity to integrate innovation in the widest sense into our corporate culture. For the innovators of today are the winners of tomorrow.





But we never compromise where safety is concerned. For all our employees are expected to come home after work unscathed. That is why we permanently auestion ourselves, why we think about the rationale of processes and discusss alternatives. Our ultimate goal: to excel in everything we do. We want to be the best organization and the number one in each market we operate in, both at home and abroad.



Ecological

ship. Durable entrepreneurship

for a durable growth. Always

with respect for mankind and

environment. We make an ef-

fort to achieve this as best as

we can. To accomplish more

with less means. And as such,

reduce our CO2 footprint each

year. That's what we strive

for. It is why each proposition

with regard to environmental

friendly entrepreneurship is

encouraged and considered

for implementation. Our mo-

dern state of the art machine-

ry is sacred to us and produ-

ces only a minimal emission of

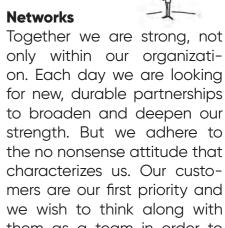
carbon dioxide. An annual ob-

jective energy scan encoura-

ges us to do better every year.

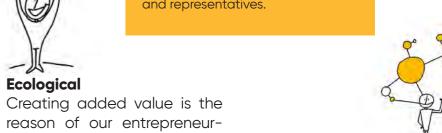
Our success results from the way our teams work together to offer the best value to our customers and partners. As an international organization, it is essential that and practices in every area. Our views are an important part of the Aertssen culture, reflected in our business values and the core competences we expect from all employees, stakeholders, suppliers and representatives.

Aertssen is active in several markets.





them as a team in order to realize their projects. We also maintain our existina network where privileged customers are being kept up-to-date, through short messages and always with respect, of our company's situation. For the network is always the winner.



employment rights. We base our own towards recruitment and promotions, as requirements on principles established by global declarations and international commitments. As an employee, stakeholder, to employ the same approach. supplier or representative of Aertssen, we expect you not only to benefit from these rights, but to ensure you engender and champion them in your own actions, at respected in our company and the work your own company and throughout your supply chain.

and not do or omit to do anything that will gestures, language and physical contact. cause Aertssen to breach Modern Slavery Laws. Aertssen abhors contempt for human dignity and exploitation of people in any form. We do not accept any involvement in forced labor or human trafficking. This incudes, for example, the transportation, accommodation, recruitment or transfer of persons by force, threat, coercion, abduction or fraud to perform work or other services.

We believe in the concepts of equal opportunity at all times. For example, we do not allow discrimination on the basis of race, skin color, gender, age or religious

fundamental beliefs. As Aertssen takes this approach well as the choice of suppliers, customers and other stakeholders, you are expected

We make sure the personal dignity, privacy and rights of every individual are environment is built on mutual trust and respect. We prohibit any behavior that may be interpreted as sexual, coercive, You must comply with Modern Slavery Laws threatening or exploitative. This includes

> Aertssen does not use forced labor. All employees are paid fairly and in line with legal minimum wage rates and restrictions on working hours.



Ethical business

circumstances. Aertssen Public officials may prohibit the performance of certain if you have any doubts whatsoever. activities, payments or even the hiring of certain people or groups. As an Aertssen Legitimate, transparent payments representative, you are expected to do all payments and funding is legitimate. and regulatory authorities. exactly the same in your own actions and All Aertssen employees, stakeholders, at your own company and throughout your suppliers, representatives and other third supply chain.

parties working with Aertssen are expected to be diligent. If you notice anything out of the ordinary or suspect funds are being channeled to Aertssen to conceal illegal activities (money laundering), or that Aertssen payments will be used to fund criminal activities, please immediately inform Aertssen management so that appropriate investigations can be made and the law upheld.

Accurate records

complies with the legal requirements Aertssen frequently interacts with public Aertssen maintains full, accurate and and governmental regulations of the officials; it's a necessity due to the nature of reliable financial records. Internal and countries in which we operate, never our business activities. Aertssen employees, external financial reporting, expenses and performing any action that violates stakeholders, suppliers, representatives and invoices, payroll information and employee any local or international law, rules or other third parties working with Aertssen records, operating records, etc. all have a **regulations, including national and** are required to know and strictly adhere to major impact on our business strategies **international sanctions. Examples of** local laws, regulations and guidelines when and decision-making processes. Any laws include international trade laws, interacting with public officials. It is best to incomplete, false or misleading information anti-bribery laws and the Modern exercise extra caution at all times. Always is liable to lead to poor decisions and may Slavery Act 2018 (Cth), while sanctions seek guidance from Aertssen management even violate legal requirements. As such, Aertssen commits to following accounting standards and procedures that are transparent and provide full disclosure of **employee, stakeholder, supplier or** Aertssen is strongly committed to ensuring any required information to stakeholders



Health and safety

As an Aertssen employee, stakeholder, and their communities to have a stringent is our duty to our colleagues, their families throughout your supply chain.

supplier or representative, we require occupational Health & Safety policy in you to work safely and protect yourself, place at every Aertssen workplace. It helps your co-workers, the community and the minimize workplace accidents and allows environment. It is also imperative that us to take corrective actions. You do this you report dangerous conditions and by upholding the principles of safety in other unacceptable health, safety or your own actions and by ensuring they environmental conditions immediately. It are followed at your own company and

Quality improvement

Aertssen is committed to a program of quality improvement and to acting with professional integrity. We aim to create a Total Quality Management environment in which staff members at all levels can contribute, as a team, to prevent waste and to improve customer satisfaction. As an Aertssen employee, stakeholder, supplier or representative, you fulfil certain expectations and principles, in your own actions and by ensuring they are followed at your own company and throughout your supply chain.



Intellectual capital

At Aertssen, we respect the right to confidentiality. This is why, as an Aertssen employee, stakeholder, supplier or representative, you are required to treat personal information as confidential, meeting obligations imposed by local law and in line with established professional standards. You take proactive measures to safeguard documents, computers and other data devices that contain personal or confidential information.

You only ever obtain, develop, process or protect intellectual property in an appropriate and legal manner, respecting restrictions on its use and reproduction. You do not use confidential information for personal gain and you acknowledge your responsibility in updating your professional knowledge on best practices in relation to personal data and confidentiality.





Environmental protection

Aertssen thinks'green'. Environmentally friendly entrepreneurship is a priority in all our projects. We not only strive to limit our own impact on the environment, but where possible, we approach projects in a manner that improves efficiency and effectively reduces resource consumption and environmental pollution.

Aertssen does this in a number of different ways:

- While we acknowledge that there are unavoidable emissions due to the nature of our projects and the equipment and machinery involved, we invest in machinery and company vehicles that minimize fuel consumption and emissions and reduce traffic volume wherever possible;
- We use water transportation wherever possible;
- We minimize the use of non-renewable energy sources by relying on solar panels and a smart lighting system that adapts to changes in daylight intensity.

As an employee, stakeholder, supplier or representative of Aertssen, you are expected to make every effort to protect the environment and minimize the environmental impact of your activities, in your own actions, at your own company and throughout your supply chain. By taking this approach, you work with Aertssen to promote positive social and environmental developments.

Company assets

As an Aertssen employee, stakeholder, supplier or representative, or employees of any of these groups, you need certain information, equipment and other tools to perform to the best of your abilities. It is important that these are made available to you as required. Whether they are physical assets, information assets or intellectual property rights, they must always be handled with care to prevent loss, theft or damage.



Compliance & reporting

As an Aertssen employee, stakeholder, Reporting supplier or representative, you are If you ever suspect or observe any violations responsible for upholding these principles or possible violations of the law, this code in your own actions, at your own company of conduct or any company policies, we and throughout your supply chain.

- You comply with laws, regulations and We encourage you to speak up. standards that apply to you in your
- Aertssen policies and procedures.
- You do not hide from or ignore issues.
- · You provide appropriate means of ethical issues.
- engagements and business operations identified. in accordance with Aertssen policies and relevant legal and professional requirements.
- · You uphold the Aertssen name. You do not misrepresent the position that Aertssen takes in professional and other matters.
- · You never destroy or alter documents, or recommend their destruction or alteration, for any illegal or improper reason.

urge you to report them. It does not matter how large or small it is or who is involved.

capacity and conduct as a professional. We maintain confidentiality to the fullest · You understand and comply with extent possible. Retaliation against anyone who, in good faith, reports a concern to You engage in and promote a culture of the company about illegal or unethical consultation. When questions of ethics conduct will not be tolerated and is subject arise, you seek appropriate advice to to disciplinary action. The same applies to help you resolve them appropriately. any intentional abuse of these reporting processes.

consultation for dealing with sensitive Aertssen will take action where noncompliance with this Code or relevant · You properly document customer supporting policies or procedures is



Not sure what to do?

Always seek guidance from Aertssen management if you have any doubts whatsoever.

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