Vanden Avenne Commodities' Ethical Trading Code

Vanden Avenne Commodities NV is committed to conducting business ethically, responsibly, and in full respect of human rights and fair labor conditions. We commit to the following:

- **Free choice of employment**: no forced, bonded, or involuntary prison labor.
- **Freedom of association:** Respect for the freedom of association and the right to collective bargaining.
- **Working conditions:**
    - Safe and hygienic working conditions, with adequate health and safety training.
    - No excessive working hours; compliance with national laws and industry benchmarks.
    - Prohibition of harsh or inhumane treatment, harassment, or intimidation.
    - No discrimination in employment, promotion, or termination.
    - Regular employment and recognition of employment relationships under national law.
    - No child labor, and strict compliance with ILO standards.
- **Fair wages:** pay that meets or exceeds national legal or industry benchmark standards, sufficient to cover basic needs and discretionary income.
- **Reporting & Corrective Action**: Any violations of this Code or applicable law must be reported promptly to customers and regulatory authorities as appropriate. Corrective actions will be implemented without delay, and repeated or severe violations may result in suspension or termination of contracts.
- **Supplier Responsibility**: Suppliers and subcontractors are required to comply with equivalent ethical, social, and legal standards.

April 2026

Karel Vandermeersch

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