

Supplier Code ●

Conducting business in a sustainable way is the basis for long-term relationships with customers, employees, partners, governments, neighbors, suppliers and investors and is at the core of Vopak’s processes and operations. Vopak therefore only works with contractors and suppliers who respect and contribute to the development of this foundation.

In line with our sustainability principles and Vopak’s Code of Conduct, this Supplier Code defines the minimum standards that we require from our suppliers, contractors and their sub-tier suppliers and contractors, to adhere to and to continuously improve when doing business with Vopak.

Our mission: sustainable at the core

Vopak’s mission is to provide safe, efficient, and clean storage and handling services. We store and handle oil, gases, chemicals, biofuels, and edible oils. These products are crucial to people's lives, yet can endanger their health and the environment if stored or handled inappropriately. This comes with a huge responsibility. To meet that responsibility, we believe that care for safety, health, and the environment needs to be at the core of our decisions and operations.

We have established policies, processes, and systems around the following main themes. We expect our contractors and suppliers to comply with all applicable laws and regulations as a minimum and adopt best practices whenever possible, in particular in the following areas:

- **Health and Safety** – Provide a healthy, safe and secure workplace
- **Environmental Care** – Be energy and water efficient and reduce emissions and waste
- **Responsible Partner** – Be a responsible partner for all stakeholders, in particular for the communities in which we operate
- **Excellent People** – Have the best people and create an agile and solution driven culture

Integrity

- Contractors and suppliers are required as a minimum to comply with the laws and regulations of the countries in which they operate, as well as with applicable international laws and regulations. Whenever the national laws and regulations are found to be less strict, international laws are leading, and vice versa.
- Contractors and suppliers should never tolerate, offer nor receive bribes or anything of value in order to retain or bestow business, financial, or personal advantages, nor engage in corruption or any type of other unethical practice.
- Contractors and suppliers are to avoid all situations in which their interests may conflict with Vopak’s interests and support fair competition.
- Contractors and suppliers must have adequate mechanisms in place like whistleblower policies to enable their employees and (sub)contractors to voice confidential grievances.

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Human Rights

Vopak subscribes to the United Declaration of Human Rights, to the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and to the fundamental International Labour Organization (ILO) conventions regarding forced labour, child labour, non-discrimination, freedom of association and collective bargaining. Vopak expects contractors and suppliers to respect human rights as laid down in these international documents when conducting business. As a minimum, Vopak requires contractors and suppliers the following:

- Under no circumstance use or benefit from child labour and forced labour;
- Under no circumstance tolerate discrimination and harassment;
- Provide and respect employees' right to organize and engage in collective bargaining, in compliance with all applicable laws and regulations;
- Adhere to all applicable laws and regulations regarding working hours and rest days;
- Provide remunerations that meet or exceed laws and compulsory collective agreements; and demonstrate commitment to remunerate at least a Living Wage, in line with the principles of the International Labor Organization;
- Respect any individual's general right to privacy of their personal data and adhere to all applicable laws on the use of personal data.

Reporting Violations

In case a contractor or supplier violates and/or suspects a violation of any applicable law or regulation, with this Supplier Code or if he/she is (possibly) involved in any other irregularity, such irregularity must be instantly notified to Vopak's contact person or can be reported confidentially using the link <https://vopak.speakup.report/speakup>. All whistleblower notifications are promptly investigated and reported to the Executive Board.