

Supplier code of conduct

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At Montea we believe that good ethics and a strong commitment to corporate social responsibility and sustainable business practices is essential to realise our activities as a publicly listed long-term investor in logistics properties.

Suppliers have a key role to play for Montea to successfully achieve these ambitions. Therefore Montea adopted the below Supplier Code of Conduct which sets out a framework of Montea's expectations towards its suppliers concerning responsible and ethical conduct.

1. Introduction and scope of application

This Supplier Code of Conduct sets our values and standards for our suppliers, i.e. any legal entity or individual (including their employees, agents and subcontractors) that directly or indirectly provides a service or supplies goods to Montea (**Supplier** or **Suppliers**).

We expect our Suppliers and their representatives to adhere and self-monitor their compliance with this Supplier Code of Conduct and to select their own suppliers and partners accordingly.

The expectations set out in this Supplier Code of Conduct are in addition to any requirements for Suppliers that may be detailed in individual supplier or service agreements entered into with Montea or its subsidiaries.

2. Working conditions

2.1 Equal opportunities diversity and respect

The Supplier shall value and advance a work culture where equality, diversity and non-discrimination based on gender, sexual orientation, race, cultural and social background, disability, religion, age, nationality, education or political opinion are key.

The Supplier shall promote and ensure respect and dignity on the workplace and prohibit any form of discrimination, bullying, sexual intimidation or other forms of harassment or violence (sexual and non-sexual).

2.2 Prohibition of modern slavery

We expect our Suppliers to dissociate themselves from all forms of slavery, torture, cruel, inhuman or degrading treatment and working conditions that are a threat to life or health.

The Supplier shall not engage in sexist or any other discriminatory employment practices, in particular with regard to recruitment, promotion, training, remuneration and benefits.

2.3 Child labour

Montea applies a zero-tolerance policy with regard to child labour and respects all children's rights as set out by the United Nations. The Supplier shall not use child labour in any of its operations or facilities and fully respects all applicable laws establishing a minimum age for employment.

If it is ascertained that children are working directly or indirectly for a Supplier, such Supplier shall seek a satisfactory solution to end such child labour and to support children to go to school and continue to go until they come of age.

2.4 Forced or compulsory labour

Suppliers will prohibit forced labour, including bonded labour, or compulsory labour, i.e. work or services carried out under threat of sanctions or on a non-voluntary basis, nor any form of deposit, retention of identity documents, human trafficking or non-voluntary labour that violates fundamental human rights. Suppliers will not engage in corporal punishment.

Employees of Suppliers must be free to leave their employer with reasonable notice.

2.5 Freedom of association

The Supplier recognizes and respects the right of employees to freedom of association, to form and join trade unions of their choice in a democratic manner and to negotiate collectively. Employee representatives will not be discriminated against and will have access to the workplace to carry out their duties.

2.6 Respect for employee health, safety and well-being

The Supplier shall appreciate the individual and collective value that employees bring to Montea. The Supplier shall promote the personal development of its employees by offering them a motivating, comfortable working environment adapted to their needs.

The Supplier shall comply with all applicable health and safety laws and regulations and provide a safe and healthy workplace to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work.

2.7 Employee remuneration and working hours

The Supplier shall comply to all relevant local laws and regulations with regard to working hours, overtime, remuneration and social benefits. At minimum, the legal minimum wage in the country concerned has to be paid.

3. Business ethics

3.1 General compliance with laws

Suppliers will act in compliance with all applicable laws and regulations when carrying out activities for or on behalf of Montea.

3.2 Human rights

The Supplier will defend and respect the protection of human rights and is committed to promoting them in accordance with the Universal Declaration of Human Rights and the United Nations Guiding principles on human rights and labour relations.

3.3 Conflicts of interest

The occurrence of conflicts of interest, or the perception of such conflicts, must be avoided as much as possible. A conflict of interest is understood as any direct or indirect conflict of a proprietary or other nature. The Supplier must promptly report to Montea's compliance officer any instances involving actual or apparent conflicts of interest between the Supplier's interests and those of Montea.

3.4 Confidentiality and privacy

Suppliers who might gain access to confidential information in relation to Montea undertake to comply with the duty of confidentiality, both during the contract and following its termination. It is therefore expressly forbidden to disclose Montea's commercial strategies, financial data, databases, forecasts, opportunities, plans, etc. directly or indirectly to any third party.

Suppliers shall comply with all applicable laws and regulations in relation to data protection and information security, in particular with regard to personal data received in the context of the business relationship with Montea.

3.5 Fraud, corruption and bribery

Montea follows a strict zero-tolerance policy with regard to fraud, bribery and corruption.

The Supplier will comply with the highest moral and ethical standards, and therefore will not tolerate any form of fraud, corruption and bribery.

Suppliers will refrain from offering, requesting or accepting any valuables aimed at influencing the receiving party inappropriately and thus achieving an unfair advantage.

The Supplier shall comply with anti-money laundering and anti-terrorism financing regulations and not commit or assist in any act prohibited by these regulations.

3.6 Fair competition and anti-trust laws

The Supplier shall make every effort to avoid anti-competitive practices. It shall not be party to agreements whose purpose or effect would be to prevent or restrict competition and refrain from any conduct that would infringe the applicable national and international competition laws.

4. Environment

The Supplier will conduct business with respect for the environment and comply with all applicable regulations in the countries in which it operates, in particular as regards obtaining and maintaining the required environmental permits and authorisations.

The Supplier will promote the development and use of environmentally friendly technologies and will, as far as possible, limit harmful emissions to the environment that have an impact air, water and soil.

Suppliers are to meet the high-quality Montea building standards and should comply with the sustainable requirements of a development project when requested by Montea.

5. Monitoring and compliance

Montea expects Suppliers to monitor ongoing compliance with the Supplier Code of Conduct and identify and rectify any issues.

Montea reserves the right to carry out audits and evaluations to check that its Suppliers comply with this Supplier Code of Conduct.

In the event of a reasonable doubt as to compliance with the Supplier Code of Conduct, the commercial relationship between Montea and the Supplier concerned may be suspended until an investigation has been carried out. In the event of proven non-compliance, Montea reserves the right to terminate the commercial relationship with the Supplier concerned. Each case will be evaluated objectively with full recognition of the circumstances.

For any questions, concerns, or if any ethical or compliance issues arise, Suppliers are expected to bring this forward by (i) contacting Montea's compliance officer by email (compliance@montea.com) or by phone (+32 (0) 53 82 62 62), or (ii) through [Montea's complaints form](#) for external stakeholders.

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