



CODE OF CONDUCT

NOORD NATIE TERMINALS



Introduction

Sustainability is essential. At Noord Natie Terminals, we understand that our choices today determine the well-being of people, the health of our planet, and the living environment for the next generations. We are taking our responsibility in a changing world.

The liquid products we store are indispensable to daily life. We all use them to build, to heal, to dress, to cook, to clean and to heat. On the other hand, these products can also be harmful to humans and the environment. That awareness obliges us to be careful and transparent, and to continuously look for opportunities for improvement.

As a terminal, we do not determine what the world produces or consumes. What we do determine, however, is how we handle these products, namely with attention to health, safety, and the environment, and with respect for the people who work with them every day. We involve our employees, customers, suppliers, partners and the community.

Our ambition for a healthy, clean and safe environment for our workforce includes all our stakeholders—our colleagues, our customers and the communities in which we are active.

We will continue to invest in safe installations, new technologies, energy efficiency, training, talent development, diversity and wellbeing, working together towards a future-proof terminal that is economically relevant and socially responsible.

Our company's sustainability report clearly sets out our strategy, as well as our efforts and performance.



Noord Natie Terminals Code of Conduct - Our Standards and Values

This code of conduct is part of our internal code of conduct and describes the basic rules that apply to employees of Noord Natie Terminals. We also expect our contractors, subcontractors, suppliers and third parties to uphold the same standards and values.

Social aspects

Laws and Regulations

- Comply with all applicable social laws and regulations within the EU, and specifically within Belgium and Flanders.
- Maintain all required social certifications and registrations.

Diversity, Equality and Inclusion

- Treat everyone equally and do not discriminate based on characteristics such as age, race, ethnic background, religion, gender, sexual orientation or disability.
- Be honest and respectful with each other.

Health, Safety & Working Conditions

- Do not engage in mental or verbal violence, coercion or any form of physical abuse.
- Create and maintain a safe and healthy work environment, and provide the necessary protective equipment and training.
- Allow employees to associate freely and to engage in effective collective bargaining in accordance with applicable laws.
- Ensure that wages and working conditions always meet the legal or industry-defined minimum standards.

Child Labour & Forced Labour

- Do not allow child labour within the company or among suppliers.
- Do not allow forced labour or any form of modern slavery within the company or among suppliers.

Environmental aspects

Laws and Regulations

- Comply with all applicable environmental laws and regulations.
- Maintain all required permits, licences and registrations.

Environmental Impact

- Strive to minimise all relevant environmental impacts and avoid negative environmental effects.
- Work to prevent incidents. In the event of an incident, ensure that the environmental impact is kept to a minimum.
- Promote the development and adoption of environmentally friendly technologies and propose sustainable alternatives.
- Make continuous efforts in the following areas:

Greenhouse Gas Emissions

Actively work to minimise and monitor energy consumption and greenhouse gas emissions. Give preference to energy from renewable and sustainable sources.

Emissions to Air, Water and Soil

Use resources efficiently, apply energy-efficient and environmentally friendly technologies, reduce emissions to air, water and soil, and minimise waste.

Recycling and Circular Economy

Collect waste streams separately wherever possible and promote recycling. Prioritise the reuse of materials where feasible, in line with the principles of the circular economy.



Ethical Conduct and Anti-Corruption

- Exclude all forms of corrupt or unethical practices, extortion, fraud, conflicts of interest or bribery, in accordance with applicable laws and societal norms.
- Ensure that honesty and reliability form the basis of every business relationship.
- Comply with all competition laws that safeguard fair and open competition.
- Offering or accepting benefits or gifts intended to influence business decisions is strictly prohibited.
- Operate in accordance with the highest ethical standards and respect cultural diversity.

Data Security

- Comply with all relevant data protection and cybersecurity laws.
- Take the necessary measures to protect intellectual property from misuse.
- Respect privacy and maintain the confidentiality of information.

Duty to Report Incidents

- Identify and assess emergencies and incidents. Minimise their impact through the implementation of emergency plans and response procedures, including incident and data-breach reporting, employee warning and evacuation procedures, training, drills and recovery plans.

Reporting Concerns or Violations of the Code of Conduct

If you identify or suspect a violation of the code of conduct, you may file a complaint. Reports may be submitted through our whistleblowing system via the website or by contacting our terminal manager directly.

If you have any questions regarding this code of conduct, please get in touch with your contact person at Noord Natie Terminals.