



Supplier Code of Conduct

Supplier Code of Conduct

Introduction

Care Property Invest aims to build a resilient future by committing to the highest standards of integrity and social responsibility. We are committed to responsible corporate governance and ethical business practices and believe that by incorporating sustainability into our business strategy, we can create long-term value for all stakeholders, whilst also contributing towards a sustainable future for the planet.

Our suppliers play a crucial role in the realization of these objectives, and therefore we ask all our suppliers to have or to make a similar commitment.

The Supplier Code of Conduct ('Code') is aligned with our sustainability policy, strategy and our way of operating, and reflects our values regarding Environment, Social and Governance ('ESG').

The purpose of this Code is to involve our suppliers in the sustainability strategy of Care Property Invest, by setting a framework of core principles. We therefore expect all suppliers engaged in providing products and/or services to Care Property Invest ('Suppliers') to comply with the principles and standards set out in this Code, as well as with all applicable laws and regulations within the geographies in which they operate.

The same standards (or at least as stringent as those referred to in the Code) are imposed on Care Property Invest itself via its own policies (e.g. the Integrity Policy of Care Property Invest).

Core principles

We are striving to build a resilient future by offering sustainable real estate options that can tackle various challenges such as ageing population, increasing inequalities, climate change, and the energy transition.

By entering into a business relationship with Care Property Invest, we expect our Suppliers to adhere to the following principles - which can be split by ESG pillar - and to promote them within their own supply chains:

Environmental	Social	Governance
<ul style="list-style-type: none"> • Pollution and emissions reduction • Resource efficiency and waste minimization • Biodiversity and ecosystems 	<ul style="list-style-type: none"> • Healthy & safe work environment • Child labour • Modern slavery and human trafficking • Freedom of association • Employment laws • Diversity, equity and inclusion • Respect for human rights • Community engagement 	<ul style="list-style-type: none"> • Fair business and competition • Anti-bribery and anti-corruption • Anti-money laundering • Whistleblowing • Data privacy and security • Conflicts of interest • Confidentiality

The Code

Environmental Responsibility

a. Pollution prevention and emissions reduction

As a part of our commitment to providing sustainable healthcare housing, we expect our Suppliers to comply with all applicable environmental laws and regulations in the countries in which they operate.

Within that framework, the Supplier aims to implement an agile and progressive carbon emission strategy with respect to environmental protection, subject to continuous improvement and adaptable to societal needs and constantly changing sustainability regulations.

The Supplier strives to reduce energy consumption, greenhouse gas emissions and other threatening atmospheric emissions. When agreed upon between the Supplier and Care Property Invest, the Supplier will cooperate in providing its consumption data to Care Property Invest.

b. Resource efficiency and waste minimization

The Supplier strives to minimize the use of natural resources (including water, energy and raw materials), using materials that are safe, sustainable, rapidly renewable, recycled or reused, and as much as possible from local origins. To mitigate the impact of climate change, the Supplier will focus on using energy-efficient practices and renewable energy sources.

The Supplier aims to reduce waste through recycling, reuse and incorporating responsible disposal practices, and where applicable, the Supplier will measure, manage and reduce waste in its operations. When agreed upon between the Supplier and Care Property Invest, the Supplier will cooperate in providing waste production data to Care Property Invest.

c. Biodiversity and ecosystems

The Supplier undertakes to operate with respect for nature and preserving biodiversity and ecosystems, and seeks to minimize disturbance to residents and natural habitats (e.g. no deforestation, minimize noise, odour).

Social Responsibility

a. Healthy & safe work environment

Care Property Invest expects all Suppliers to promote the well-being of its employees. Therefore, the Supplier commits to comply with all applicable health and safety laws, regulations and standards, and shall implement health and safety policies and practices to prevent accidents and injuries.

The Supplier shall make an analysis of the risks their employees could be exposed to and shall take appropriate prevention measures to avoid the risks, remove their root of cause, or reduce them.

The Supplier shall inform Care Property Invest immediately about accidents and/or fatalities related to the projects in which Care Property Invest is involved.

b. Child labour

Care Property Invest does not tolerate child labor in any form at any stage of its supply chain. The Supplier shall respect all applicable laws regarding the minimum age for employment and shall be vigilant of and operate with a zero tolerance policy on child labour.

c. Forced labour

Care Property Invest expects its Suppliers to prohibit every form of forced or compulsory labour and to refrain from using any form of intimidation in its (employment) relationships. Employees or other contractors of the Supplier will have the right to terminate their employment relationship with proper notice and according to the applicable employment and social laws.

d. Freedom of association and collective bargaining

The Supplier shall uphold the rights of its employees to organize, advocate for, and protect their interests, including the right to collective bargaining.

The Supplier will safeguard employees from any form of discrimination, whether in actions or words, that could undermine their ability to organize, engage in trade union activities, or negotiate collectively.

e. Employment laws

The Supplier is required to comply with all applicable employment regulations in the countries in which it operates. This includes, but is not limited to, laws relating to fair wages, benefits, working hours, the right to disconnect, and working conditions. Compliance with these laws and regulations forms a fundamental part of our partnership.

The Supplier shall facilitate the necessary physical and mental demands for the working place, enabling to promote the personal development of its employees by offering them a motivating, comfortable working environment, adapted to their needs.

f. Diversity, equity and inclusion

Care Property Invest is committed to a work environment that promotes diversity, equity and inclusion. We expect our Supplier to abstain from all forms of racism and discrimination, both direct and indirect, and to treat everyone with respect for the dignity, feelings and beliefs of each individual.

The Supplier aims to provide a safe working environment for its employees and shall refrain from all forms of physical, verbal, and written harassment or abuse, and shall make all reasonable arrangements to promote the success and well-being of its employees.

g. Respect for human rights

Care Property Invest is committed to respecting human rights, and therefore expects the Supplier to defend and respect the protection of human rights established at international level.

Any form of violation or disrespect of human rights (such as but not limited to physical violence, threats, corporal punishment, psychological coercion, verbal abuse, disrespectful behavior, bullying, or harassment of any kind) will not be tolerated.

h. Community engagement

We believe in the importance of positive engagement with the communities in which we operate. Therefore we expect our Suppliers to aim for making a positive impact and contribution in the areas in which they operate and taking responsibility for the impact of their business activities on local communities.

This can include but is not limited to the respect for community culture and values, supporting local initiatives, acting ethically and transparently in their interactions with the community, ...



a. Fair business and competition

Care Property Invest expects its Suppliers to adhere to fair and transparent business practices in compliance with the applicable laws and regulations, upholding the standards of fair competition. The Supplier shall not engage in any illegal or unethical behavior, and shall refrain from any anti-competitive practice (cartel, abuse of a dominant position,...).

b. Anti-bribery and anti-corruption

Care Property Invest is committed to honesty, punctuality, integrity and respect, and expects its Suppliers to not engage – directly or indirectly – in any act of bribery or corruption. By “bribery” or “corruption” is to be understood the offering, giving or receiving, or agreeing to give or receive, a reward, undue advantage or other valuable item, to induce the recipient to misuse his or her powers to obtain an undue advantage or to unduly influence a situation, as well as any attempt or promise to do so. This includes, but is not limited to, the payment of bribes and can take a variety of forms.

c. Anti-money laundering and financing of terrorism

Care Property Invest expects its Suppliers to comply with the applicable laws and regulations regarding anti-money laundering and countering the financing of terrorism (AML/CFT). The Supplier shall refrain from committing or assisting in any act prohibited by these regulations, and to remain vigilant for suspicious activities or transactions that (could) fall within the scope of the AML/CFT regulations.

d. Whistleblowing

The Supplier shall promote a culture of transparency, encouraging its employees and contractors to report any concerns, suspicions or incidents of unethical behavior through a secure and confidential whistleblowing channel, without fear of retaliation.

e. Data privacy and security

The Supplier shall comply with the regulations regarding the protection of natural persons with regard to the processing of personal data and on the free movement of such data (Regulation (EU) 2016/679 and repealing Directive 95/46/EC (General Data Protection Regulation)). The Supplier shall only use, access or disclose any personal information provided by or on behalf of Care Property Invest, in a way it is permitted by Care Property Invest and in compliance with the above-mentioned laws and regulations.

f. Conflicts of interest

The Supplier shall ensure that the rules on conflict of interest are complied with within the company of the Supplier and shall implement the necessary internal policy procedures and/or practices to that end.

g. Confidentiality

The Supplier must protect confidential and sensitive information transmitted/held by Care Property Invest, even after the commercial and/or contractual relationship has ended. Therefore, the Supplier shall take the necessary measures to provide appropriate protection for the information.

Compliance with the Code

By engaging in providing services and/or products to Care Property Invest, the Supplier also confirms to impose substantially similar obligations to those set forth herein on their own suppliers, subcontractors and agents.

If a Supplier does not comply with this Code, it should be reported immediately to Care Property Invest, after which Care Property Invest has the right to invite the Supplier to enter into consultations about the non-compliance.

The Supplier will be prepared to take corrective actions to address any deficiencies.

If the breach nevertheless persists or the violation is severe or incurable, Care Property Invest reserves the right to terminate commercial relations with the Supplier.¹

When Care Property Invest has reasonable doubt about Suppliers' compliance with this Code, the commercial relationship may be suspended until a thorough investigation has been carried out.

Supplier selection

Care Property Invest will evaluate Suppliers' compliance with the Code during the evaluation, selection or contracting process, and/or at any other time during the relationship between Supplier and Care Property Invest.

The Supplier shall provide Care Property Invest with the information needed to demonstrate its compliance with this Code.

We thank our Suppliers for their commitment to the principles set forth in this Code and look forward to working together in order to build a resilient future, creating sustainable and affordable healthcare real estate.

Order of precedence & Changes to the Code

If a conflict exists between this Code and applicable law, Suppliers must comply with the applicable law. Care Property Invest reserves the right to update or change the Code requirements.

Questions

Any questions or concerns regarding this Code may be directed to our Compliance Officer, Jan Van Beers (compliance@carepropertyinvest.be).

¹ without prejudice to the contractual relationship and/or rights and obligations between Care Property Invest and the Supplier



Latest update: November 2024

More information:

Care Property Invest nv, Public RREC under Belgian Law
Horstebaan 3, 2900 Schoten, BE 456 378 070 (RPR Antwerp)
www.carepropertyinvest.be - T +32 3 222 94 94 - info@carepropertyinvest.be