



ERVO PROJECTS



ROBBERECHTS



Supplier Code of Conduct

Robberechts & Ervo Projects





Dear Supplier

Respect and integrity in business relationships are deeply rooted in the DNA of our family business. This Supplier Code of Conduct describes the values and expectations that we apply and that we also wish to promote in our collaboration with you.

We consider our suppliers to be partners in a long-term relationship based on trust, transparency and mutual respect. This code of conduct clarifies what is important to us in terms of ethics, quality, sustainability and social responsibility. We ask you to adhere to these principles and apply them in your daily activities and within your own value chain.

If you have any questions or concerns about this code of conduct, you can always contact your contact person at Robberechts or Ervo Projects, or via the confidential contact point: gedragscode@robberechts.be.

Our moral compass.

- Olivier Robberechts (ceo)



1. OUR FUNDAMENTAL PRINCIPLES

We expect every supplier to:

- comply with all laws and regulations in force in the countries where they operate;
- comply with this Supplier Code of Conduct and, in case of doubt, always consult Robberechts/Ervo Projects;
- report any violations, risks or unethical behaviour in a timely manner;
- communicate openly and transparently when difficulties arise.
- Suppliers must comply with this Code and ensure that their own supply chain does the same.



2. HONEST AND ETHICAL BUSINESS PRACTICES

2.1 FAIR COMPETITION

We act in full compliance with European and local antitrust and competition laws. We require the same from our suppliers. In concrete terms, this means:

- No price fixing or market sharing practices.
- No exchange of sensitive confidential information about competitors.
- No agreements that would restrict competition.
- Only the collection of publicly available and legally accessible information is permitted.

2.2 INTEGRITY, FRAUD AND ANTI-CORRUPTION

Robberechts and Ervo Projects do not tolerate any form of fraud, corruption or money laundering. We expect our suppliers to:

- not offer or accept unethical benefits;
- not offer gifts to Robberechts/Ervo Projects employees, with the exception of small gifts permitted by law;
- apply transparent invoicing;
- avoid conflicts of interest and report them when they arise.

2.3 UNITED NATIONS GLOBAL COMPACT AND ETHICAL STANDARDS

We subscribe to the ten principles of the United Nations Global Compact and expect our suppliers to comply with them in their activities:

- respect for human rights;
- fair labour standards;
- environmental protection;
- combating corruption in all its forms.



3. HUMAN RIGHTS, LABOUR AND WELFARE

3.1 NON-DISCRIMINATION

Suppliers must not discriminate on the basis of religion, gender, origin, gender identity, age, disability or any other criterion.

3.2 PROHIBITION OF CHILD LABOUR AND FORCED LABOUR

The use of child labour, modern slavery, forced labour and human trafficking is strictly prohibited.

3.3 FREEDOM OF ASSOCIATION

Workers must be free to associate and bargain collectively, in accordance with ILO standards.

3.4 HEALTH AND SAFETY

Suppliers must provide a safe and healthy working environment, including:

- training,
- personal protective equipment,
- risk reduction measures,
- prevention programmes.

3.5 FAIR AND PROPER REMUNERATION

Employees must be remunerated fairly, in accordance with the law and without discrimination.



4. ENVIRONMENT AND SUSTAINABILITY

We expect our suppliers to be actively engaged in the following areas:

- compliance with environmental legislation;
- pollution prevention;
- responsible use of water, energy and raw materials;
- reduction of CO₂ emissions;
- protection of biodiversity;
- implementation of an environmental management system (ISO 14001 is strongly encouraged).

Robberechts is actively committed to the circular economy, product sustainability, CO₂ reduction and efficient water use. We give preference to suppliers who share the same ambition.



5. PRODUCT QUALITY, SAFETY AND PROCESS CONTROL



We guarantee safe, high-quality products that meet strict European standards. We expect our suppliers to:

- provide consistent quality;
- control production processes in accordance with rigorous management systems (such as ISO 9001 or equivalent);
- report anomalies in a timely manner;
- provide documentation, certificates of conformity and test results.

6. HANDLING OF CONFIDENTIAL INFORMATION

Suppliers must protect and process confidential information, including personal data and intellectual property, in accordance with applicable European legislation. We require:

- adequate security measures;
- no unauthorised transfer of information;
- immediate notification in the event of data leaks or security incidents.





7. OUR RISK ANALYSIS AND SUPPLIER IMPACT ASSESSMENT

We regularly conduct risk analyses of our suppliers.

This analysis takes into account:

- geographical risks;
- human rights and working conditions;
- environmental impact;
- possible involvement in cases of fraud or corruption;
- sustainability certificates and strategic documents;
- results from public ESG databases;
- available sustainability reports and management systems.

The analysis is carried out on the basis of a structured score from 0 to 5 per theme.

This system guarantees objectivity and avoids personal preferences or influences.

7.1 INTERPRETATION OF THE TOTAL SCORE

Score	Interpretation	Action
0–30	Risk under control	The supplier is a preferred supplier
31–40	Negative impact observed	Proposal for improvement
41–50	Insufficient safety or efforts	External audit
> 50	Serious infringements/significant risks	Collaboration is terminated

The purchasing team and the purchasing manager are trained to carry out these assessments professionally. The results are submitted to management for approval.

8. ROBBERECHTS / ERVO PROJECTS PREFERRED SUPPLIER LABEL



Suppliers who consistently achieve a total score between 0 and 30 receive our 'Preferred Suppliers' label. This label rewards partners who excel in the following areas:

- quality
- sustainability
- ethics
- delivery reliability
- transparency

Preferred suppliers are considered strategic partners within our sustainable value chain and are mentioned in our internal communications.

9. REPORTS, QUESTIONS AND ASSISTANCE

We encourage open communication. If you have any doubts about this Supplier Code of Conduct, a simple principle applies:

When in doubt, contact us.

If you have any questions, reports or concerns of an ethical nature, you can contact us at the following address: gedragscode@robberechts.be.

All reports are treated confidentially and professionally, without risk of reprisals.



10. PACTE MONDIAL DES NATIONS UNIES

Chez Robberechts et Ervo Projects, nous adhérons aux dix principes du Pacte mondial des Nations Unies en adoptant une approche commerciale fondée sur des valeurs et en respectant les responsabilités fondamentales en matière de droits de l'homme, de travail, d'environnement et de lutte contre la corruption.

Cette approche témoigne de notre engagement à aligner notre stratégie d'entreprise, nos politiques et nos procédures sur les responsabilités fondamentales envers les personnes et la planète, tout en créant une culture d'intégrité et en visant le succès à long terme.

DROITS DE L'HOMME



Principes 1 et 2

Nous nous engageons à ne pratiquer aucune discrimination et à respecter toutes les religions, contribuant ainsi à l'égalité des sexes, à l'égalité des chances et à la protection des droits de l'homme.

TRAVAIL



Principe 3

Nous défendons la liberté d'association et le droit à la négociation collective.

Principes 4, 5 et 6

Nous rejetons toute forme de travail forcé, de travail des enfants et de discrimination dans l'emploi et la profession, ce qui contribue à des conditions de travail équitables et à la réduction des inégalités.

ENVIRONNEMENT



Principes 7, 8 et 9

En assumant la responsabilité de la sécurité et de la santé de nos employés, et en proposant des formations adaptées, nous encourageons une culture de responsabilité environnementale et soutenons le développement et la diffusion de technologies respectueuses de l'environnement.

LUTTE CONTRE LA CORRUPTION



Principe 10

Nous luttons contre la corruption sous toutes ses formes en intégrant l'éthique et l'intégrité dans notre culture d'entreprise et en collaborant avec des parties prenantes qui partagent nos valeurs.



11. CONCLUSION

Nous vous remercions pour votre coopération et votre engagement à promouvoir ces valeurs. Ensemble, nous pouvons créer une chaîne de valeur durable, sûre et intègre pour nos employés, nos clients, notre planète et les générations futures.

WE SUPPORT



ROBBERECHTS & ERVO PROJECTS

SUBSCRIBE TO THE 17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS.



Pure water

Our water accounting is a powerful tool in our sustainable development policy. Thanks to more efficient water use, we now consume fewer liters of water per piece of furniture.



CO₂ approach

Every year, we have our organization's carbon footprint calculated by an external research firm. Since we began our calculations in 2015, we are proud to announce that our CO₂ emissions have already decreased by 53.5% in 2024.



Fair remuneration

Fair remuneration for work helps combat poverty and hunger.



Well-being and personal development

We invest in the safety and health of our employees and offer them tailored training to keep their skills up to date, while new investments are accompanied by additional training to keep pace with modern systems.



Ethics

By integrating ethics into our corporate culture and collaborating with stakeholders who share our standards of fairness, human rights, and positive social impact, we promote fair working conditions. We apply strict standards to our suppliers, respect working hours, and follow ILO standards to support economic growth.

Sustainable Production

By applying environmentally friendly production guidelines, generating material passports to better understand environmental impact, and using demountable designs, we contribute to sustainable production and consumption.



Innovation

We invest in innovative infrastructure, including modern machinery, new robotic technologies, and state-of-the-art production facilities, to ensure sustainable and efficient production processes.



Inclusion

Providing jobs to people from vulnerable groups helps create inclusive communities. Collaborating with a local company specializing in custom work supports the local economy.



Non-discrimination

By committing to non-discrimination and respect for all religions, Robberechts promotes gender equality and equal opportunities for all.

By rejecting discrimination and working for social justice, Robberechts helps reduce inequalities within and between countries.





SUPPLIER CODE OF CONDUCT ROBBERECHTS / ERVO PROJECTS

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