



SUPPLIER CODE OF CONDUCT

As approved by the Board of Directors on 11 December 2024.

ABOUT THE WDP SUPPLIER CODE OF CONDUCT

As a long-term investor in logistics properties, WDP has made sustainable business a key pillar of its strategy and is aware of the important role it plays for the environment and of its social responsibility. WDP adheres to sustainable business practices with regard to all stakeholders involved in the company's activities. As one of WDP's suppliers, you have an important role to play for us to successfully achieve our expectations within the area of sustainability and contribute to a more sustainable development of society.

#TeamWDP must follow and apply the principles set out in the **#TeamWDP Code of Conduct**. WDP places the same high ethical requirements on its suppliers, subcontractors, service providers and those called upon by its partners (hereinafter the **suppliers**). This is all reflected in this **Supplier Code of Conduct** which applies to the entire WDP Group.

GENERAL REQUIREMENTS

All WDP suppliers have to comply with the national laws, regulations and standards applicable in the countries in which the supplier operates. WDP suppliers are to hold all required permits, licenses and registrations.

We expect our suppliers to respect the standards laid out in this Supplier Code of Conduct, implement them using appropriate measures and adhere to them in their business activities.

Moreover, our suppliers should take appropriate measures to ensure that the standards set out in this Supplier Code of Conduct are also met by their own supply chain.

PRINCIPLES

#UpholdHumanRights

Our suppliers must respect and promote internationally recognized human rights as set out in the Universal Declaration of Human Rights and not cause, contribute to, or be linked with a negative impact on human rights, through their business operations. In this respect, specific reference is made to **WDP's Human Rights Policy**.



#FairWorkingConditions

Respect and dignity

We expect our suppliers to promote and ensure respect and dignity on the workplace and prohibit any form of discrimination (and certainly not based on personal characteristics such as gender, gender identity, gender expression, sexual orientation, origin, nationality, ethnicity, religion, political, or philosophical opinions, disabilities or physical appearance), bullying, sexual intimidation or other forms of harassment or violence (sexual and non-sexual).

Freedom of association

Suppliers are to respect the rights of employees to organize as labor associations, as well as their possibility to bargain collectively without fear of punishment, intimidation or harassment.

Employment contract | working hours | compensation

All suppliers' employees are to have written employment contracts describing in an understandable and accessible way the employment relationship, the working conditions and terms. Our suppliers must adhere to all relevant local laws and regulations with regards to working hours, overtime, compensation and social benefits. At minimum, the legally mandate minimum wage has to be paid.

No child labour

Our suppliers prohibit any kind of child labour. If no minimum working age has been defined in a country, workers may not be younger than 15 years of age.

No forced labour

Suppliers strictly prohibit forced labour in any form such as slave, penal, or any other form of forced labour and any form of human trafficking. They ensure that their employees are compensated in accordance with applicable laws and regulations and that no employee is unduly restricted in his or her freedom. No employees may be forced to deposit valuables or identity papers with their employer.

#HealthyandSafe

The working environment has to comply with safety and health laws and standards and WDP's statement #HealthyandSafe, while remaining safe and sound from a physical, mental and social perspective. In this context, supplier's employees will be informed about possible health risks that the work may cause and will receive training on such risks, including fire safety, hazardous work and first aid. All such employees will have access to, and use, the appropriate protective equipment. Essential information is to be readily available in a language that the employee fully understands. The supplier will ensure that alcohol and/or drugs are not used, nor that its staff are under the influence of any alcohol and/or drugs during working hours at the workplace.



Accidents and occupational diseases are to be prevented through a suitable workplace safety management. Any accidents occurring while carrying out work for WDP have to be reported directly and without delay to WDP's HSES Team | hses@wdp.eu and the Group HR manager | hrelgie@wdp.eu.

#Environment

Regulations

Suppliers will conduct business with respect for the environment and comply with all applicable environmental laws, regulations and other provisions (including regarding pollution prevention and waste management). The supplier shall obtain, maintain and keep current all necessary environmental permits, approvals and registrations. The supplier will equally ensure that the required data and certificates are available in order to meet relevant requirement for the use of products and materials in WDP's properties.

WDP Building standards

Suppliers are to meet the high-quality WDP building standards and should comply with the sustainable requirements of a development project. In that respect reference is also made to the **WDP Biodiversity & Deforestation Policy** and our **WDP Standard Warehouse**.

WDP Net-zero target (upstream) 2050

We expect our suppliers to support us in achieving our targets to reduce global greenhouse gas (GHG) emissions and the environmental impact of our scope 1, 2 and 3 emissions, more specifically in our upstream net-zero target by 2050. New technologies and innovations within the value chain of the entire property industry (construction and real estate) will be indispensable to reach our targets. Therefore, we expect our suppliers to work with us and find and deliver innovative, low carbon materials and techniques to further reduce our embodied carbon emissions in our development projects. Suppliers are mindful when using natural resources and we expect our suppliers to support us in our target to reduce the effects of our business on biodiversity and land management, and protect native species and ecosystems as stipulated in our **Biodiversity & Deforestation Policy**. We expect our suppliers to promote environmental awareness by their employees through self-defined climate goals.

#BusinessEthics

WDP aims for a corporate culture characterized by honesty and integrity, a sense of responsibility, strict ethics and compliance with the legal rules and corporate governance standards.

Fair competition

Our suppliers promote fair competition and adhere to applicable competition and anti-trust laws. No form of price collusion, cartel or abuse of market position is allowed.

No bribe, no fraud



WDP follows a strict zero-tolerance policy with regard to bribery and corruption. In a similar manner, our suppliers strictly adhere to all applicable national as well as international laws and standards which are aimed at preventing bribery and corruption. They will under no circumstances offer or promise valuables to third parties or WDP in order to influence them inappropriately and thus achieve an unfair advantage. Find out more in our [Anti-Bribery and Corruption Policy](#).

Business gifts

Suppliers undertake not to accept or offer any benefit in the form of gifts or entertainment from current or potential business relations (clients, suppliers, contractors, etc.), unless this is compatible with normal and accepted business ethics. In all cases, gifts, entertainment and hospitality should never influence, or appear to influence, the integrity of business decisions or the loyalty of the individuals involved. Find out more in our [Anti-Bribery and Corruption Policy](#).

No 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 any instances involving actual or apparent conflicts of interest between the supplier's interests and those of WDP, such as a direct personal or financial interest in a business decision or supplier selection.

Respect privacy & GDPR

Our suppliers adhere to all applicable laws and regulations regarding data protection and information security, especially with regard to the personal data of customers and employees. Find out more in our [Privacy Policy](#).

Confidentiality

Confidential information may not be disclosed to unauthorized persons and may only be used for its intended purpose. Suppliers who might gain access to such information are required to handle this information highly confidential. In principle, sharing this information is strictly prohibited.

No inside information

Inside information is about undisclosed information of a specific nature, which directly relates to WDP or WDP's share and that an investor acting reasonably might find interesting when making an investment decision, and should probably result in a significant impact on the price of the WDP share had it been released.

Inside information can never be used to buy or sell WDP shares or other financial instruments nor to inform, recommend or induce another person to trade with WDP shares or other financial instruments. Read our [Dealing Code](#) for all the rules regarding inside information.



MONITORING AND COMPLIANCE

Based on an internal risk assessment established on business, social and environmental risks, a selection of suppliers will be asked to formally approve and comply with the WDP Supplier Code of Conduct, while to others these principles are highly recommended. A formal approval of the WDP Supplier Code of Conduct will be solicited each time the code of conduct is updated. We expect WDP suppliers to report to us any environmental or safety issues, and legal changes affecting their corporate statute so that appropriate Supplier Code of Conduct acceptance can be determined and applied.

WDP wants to work with suppliers through cooperation, dialogue and support to ensure continuous compliance with the WDP Supplier Code of Conduct. Therefore, WDP invests extra energy in liaising closely with the suppliers while they perform their services (whether or not on construction sites). In case of reparable non-compliance, WDP reserves the right to engage the supplier and assist in establishing an improvement action plan with clear deadlines, the fulfilment of which will help the supplier to keep the business relationship intact. Nevertheless, WDP reserves the right to review and, if deemed necessary, to terminate contracts with the supplier should a serious violation or continuous non-compliance with this Supplier Code of Conduct occur. This also applies if the supplier fails to implement mutually agreed corrective measures within a defined timeframe.

GRIEVANCE MANAGEMENT PROCEDURE



WDP points out the importance of all individuals to be able to raise issues or concerns without fear of retaliation. Have you noticed a (possible) violation of the Supplier Code of Conduct? Please let us know. We value honesty and concern. Not only will you be protecting yourself, but you will also be putting the safety and integrity of your colleagues, your workplace, your company and all stakeholders involved first.

WDP provides a specific grievance management procedure for employees of WDP's suppliers in order to guarantee that a proper review will be conducted and actions can be taken without any concern about reprisals against the reporting person, always guaranteeing the necessary discretion and confidentiality. Find out more in our [Grievance Management Procedure](#).

#NODOUBT

This Supplier Code of Conduct may not cover every situation a supplier may face. When in doubt, or when there are questions about a violation, the supplier should seek guidance through its direct contact person at WDP or through the WDP HSES Team | HSES@wdp.eu.