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RAVAGO'S ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

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Ravago business structure and 'Human' Mission

Ravago is, in the true sense of the word, a family company. During its 55 years of existence the family has grown from a local Belgian team to an international group of over 5000 employees across the globe working together in the same spirit of partnership.

At Ravago we define our mission as a sustainable service. We provide a superior distribution, resale, compounding and recycling service for plastic and elastomeric raw materials. The quality of service to our customers is reliable and technically proficient. Ravago conducts this business ethically in a spirit of partnership with our suppliers and stewardship with our staff.

The essence of Ravago can be captured by its values. Ravago insists on maintaining the family culture and does this by promoting close interaction not only between employees, but also with customers and suppliers. We attach high importance to **human modesty**. Ravago recognizes the general principles of **human rights** and has the greatest **respect for labor and employment laws** wherever in the world, including the **laws on the prohibition of child labor**. Unsafe or potentially hazardous situations will be reported and handled in a proper way.

This Anti-Slavery and Human Trafficking policy applies to all Ravago employees and our subsidiaries, as well as joint ventures that adopt the policy. Throughout this document, references to Ravago apply to all of these entities.

Anti-slavery and human trafficking policy and actions

Ravago has taken multiple actions to verify the absence of forced labor, slavery and human trafficking within its group and supply chain.

- Ravago's code of conduct is the foundation of the business culture and part of the code is shared on the website : <http://www.ravago.com/about-us/>. This code of conduct confirms Ravago's commitment to performance with integrity and respect for human rights.
- The guidelines provided in this code of conduct apply to all employees of the Ravago-group at all levels. The code of conduct is part of the employment contracts and may be amended at any time.
- Ravago has a risk assessment policy and internal auditing system in place to ensure that this policy is effective. A human rights due diligence is implemented in this internal auditing system.



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- Our zero-tolerance approach to modern slavery is shared with our business partners by exercising on-site audits, risk screenings, etc. ... We expect the same high standards from all our business partners and as part of the contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude whether adults or children, and we expect that our business partners will hold their own business partners to the same high standards.
- Ravago is committed to ensure there is transparency within its own business and requires strict observance of all applicable labor and employment laws wherever Ravago operates around the globe. This includes supporting the prohibition of forced, compulsory and child labor.

Future

Ravago is committed to take further appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chain.

Ravago will assess any instances of non-compliance with on a case-by-case basis and will then tailor remedial action appropriately.

This statement will be reviewed and updated annually.

For Ravago Group

A handwritten signature in blue ink, appearing to read "Paul Depuydt". The signature is fluid and cursive, with a large initial "P" and a long, wavy tail.

Mr. Paul Depuydt
CFO