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# RAVAGO'S ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

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Version 6 / October 15<sup>th</sup> 2021.

## Ravago business structure and 'Human' Mission

In the true sense of the word, Ravago is a family company. Over the course of the past 60+ years, the family has grown from a local Belgian team, into the international company we are today. Just like the tree's branches extending out of the logo's framework, Ravago grew outside of its original habitat. But it's the roots, our employees, that ensure that the tree stays alive and continues to grow.

Over 8000 employees across the globe work together in the same spirit of partnership. Our culture is reinforced by our core values which inspire the choices and actions each of us make. Our values are Human Focus, Professionalism, Entrepreneurship and Humility.

Ravago's vision is **'to be at the heart of your life'**. We constantly aspire to have a positive impact at every stage of people's lives. Many products in our day-to-day surroundings that improve our quality of life are made possible thanks to the materials and services that Ravago provides. Ravago will therefore invest in and develop businesses that have a noticeable presence in, and a positive impact on as many people as possible.

In each role in the company, we put our partners first, as we believe they are key in what we do. We are a one stop shop for our partner's needs. We offer a broad range of materials and a state-of-the-art infrastructure for distribution through efficient supply chain, technical expertise and financial support. Our mission truly is to be **'committed to our partners to create and deliver the most indispensable materials and services'**. We also commit to invest in our people and create a safe and inspiring professional environment where they can thrive by growing, feeling good and by learning.

During its evolution, Ravago has always put relentless emphasis on its values: human focus, professionalism, entrepreneurship, and humility. These are not just buzzwords, but the company's core principles that define who we are, what we stand for, and how we want to be perceived. For us, staying loyal to who we are is crucial. Not only because this was Raf Van Gorp's vision for the company, but because it has proven to be the foundation of Ravago's success, and because it will define our future.

In spite of being a fast-growing multinational, 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 operational discretion and human modesty, and manage objectively with an open mind and a flexible organization.

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.



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## **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 : <https://www.ravago.com/>. 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.
- 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

Mr. Paul Depuydt  
CFO