



a.s.r.
de nederlandse
verzekerings
maatschappij
voor alle
verzekeringen

Supplier Code of Conduct – Central Procurement (CIC)

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1. Introduction

a.s.r. wants to be at the forefront of sustainable business practice in the financial sector. We want to make a positive contribution to the sustainability of society by continuously working on creating solutions that meet the present generation's necessities of life without compromising those of future generations. To achieve this ambition, sustainability plays an important role in our strategy and core activities.

Together with its suppliers, a.s.r. has a complete responsibility for the procurement chains and expects its suppliers to operate in a socially responsible manner. Suppliers can do this by adopting at least the standards in this code of conduct. It would also be desirable if suppliers pursue a transparent sustainability policy.

The expectations a.s.r. has of suppliers also apply to any subcontractors used, ensuring compliance throughout the chain.

Our sustainability policy can be read on our [corporate site](https://www.asrnederland.nl/over-asr/duurzaam-ondernemen) (<https://www.asrnederland.nl/over-asr/duurzaam-ondernemen>)





2. Sustainable procurement

Sustainable procurement is part of our vision of sustainable business practice, making it one of the means to make our operation and value chain more sustainable.

a.s.r. also expects its suppliers to conduct their business activities fairly, in an ethical manner and with respect for people and the environment throughout the value chain. In doing so, suppliers must comply with applicable national and international legislation, regulations such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights and the principles of the UN Global Compact.

Violating human rights, environmental degradation and ignoring labour rights can lead to risks that may cause reputational damage and make it difficult to provide the products or services in question.

To gain insight into the various sustainability aspects at its suppliers, a.s.r. uses Hellios' FSQS platform and a.s.r. expects suppliers to cooperate in this. a.s.r. appreciates suppliers' active and ongoing involvement in sustainability initiatives.

It is also desirable that suppliers exercise appropriate due care in their own business activities and within their supply chain.

Any procurement process may involve requirements or needs or wishes that contribute to a.s.r.'s sustainability strategy. Examples include additional requirements or ambitions regarding reports, CO2 emissions, energy savings, circularity or social entrepreneurship. In this context, a.s.r. expects a proactive approach of the supplier.

To be more specific about our expectations of our suppliers, we'll address the following 4 themes:

1. Human rights
2. Labour rights
3. Environment
4. Anti-corruption





2. Sustainable procurement - Human rights

2.1 Human rights

As an organisation, we have an impact on society and can therefore have an impact on human rights. Among other things, we want to make a positive contribution to making society more sustainable by respecting and protecting human rights and by preventing or mitigating (potential) risks of human rights violations.

a.s.r. respects and subscribes to the fundamental human rights as set out internationally in the Universal Declaration of Human Rights. Furthermore, we respect and subscribe to the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, not only to the letter but also to the spirit, and we expect the same from employees and our business relations.

Suppliers are expected to comply with these principles and policies and take active measures to prevent or mitigate (potential) risks of human rights violations.

At a.s.r., we believe that differences make us stronger and better, and we stand for equal opportunities for all. We strive for an inclusive culture, where differences are recognised, appreciated and indeed made use of.

We do not want to exclude anyone and we want to treat everyone equally.

Everyone who wants to use their talents to achieve our objectives is given the space to do so. Precisely by being aware of diversity in gender, age, religious conviction, physical and mental abilities, background and orientation.

a.s.r. has the following minimum expectations from the supplier:

- The supplier respects the fundamental human rights, as set out internationally in the Universal Declaration of Human Rights;
- The supplier takes measures to prevent or mitigate (potential) risks of human rights violations;
- The supplier treats employees, customers and others with whom they come into contact fairly and equally, including respect for diversity in gender, age, religious conviction, physical and mental abilities, background and orientation;
- The supplier has a zero-tolerance policy regarding undesirable behaviour, such as sexual harassment, aggression and violence, discrimination, stalking, bullying, abuse of power, insulting and defamation.



2. Sustainable procurement - Labour rights

2.2 Labour rights

a.s.r. believes that fair and ethical labour practices are essential for employee welfare and the sustainability of our supply chain.

We encourage our suppliers to be proactive in upholding labour rights and promoting a culture of respect and equality within their organisations. Together, we strive for a sustainable supply chain where workers are treated with dignity and their rights are guaranteed.

Suppliers are also requested to have policies on working conditions in place based on the International Labour Organisation (ILO) principles as described in Convention no. 87 and no. 98.

Suppliers are encouraged to follow these basic principles and policies and take measures to prevent or mitigate potential risks of labour law violations.

a.s.r. has the following minimum expectations from the supplier:

- The supplier respects the rights of its employees and of all employees in the value chain;
- The supplier allows labour only on a voluntary basis and does not allow child labour;
- The supplier provides healthy and safe workplaces and gives employees adequate information and instructions on health and safety issues;
- The supplier will keep work areas clean, healthy and free from hazards that could lead to accidents, emergencies, health problems or safety risks;
- The supplier will avoid behaviour or actions that could endanger its

employees, a.s.r. employees or other parties;

- The supplier will make every effort to give employees equal pay for equal work and equal opportunities in terms of development and career.





2. Sustainable procurement - Environment

2.3 Environment

a.s.r. treats nature and the environment with due care and has the ambition to halve its CO2 emissions - compared with 2018 - by 2025 at the latest. We use drinking water efficiently, we are consciously working on waste and energy reduction, making mobility more sustainable and reducing CO2 emissions. a.s.r. considers it important to operate in a responsible and sustainable manner and expects the same from its suppliers.

a.s.r. aims to minimise the environmental impact of its supply chain. We believe that all our suppliers - large, small, local or global - should strive to reduce the environmental impact of their operations, with the measures taken being proportionate to the size of the supplier's business and their actual environmental impact.

It is appreciated when suppliers demonstrate commitment to and continuous improvement in environmental protection. It is recommended that they have their own policies in place, describing how they minimise the negative impact or damage to the environment from their business operations.

a.s.r. has the following minimum expectations from the supplier:

- The supplier complies with all national and international applicable environmental legislation and regulations;
- The supplier takes measures to reduce the negative environmental impact of its operations;

- The supplier works with its own suppliers and other parties in its supply chain to reduce the environmental impact of its activities;
- The supplier aspires to operate in a carbon neutral way, for example through certified carbon offset schemes;
- The supplier measures its environmental impact where possible and sets targets for emission reductions, for example based on the Science Based Targets Initiative;
- The supplier operates an information system to inform employees and the public in a timely manner about possible negative environmental, health or safety effects of their business operations;
- The supplier will take effective measures if serious damage to the environment exists or occurs. These measures should prevent or minimise environmental damage and include a contingency plan in case of emergency.





2. Sustainable procurement - Anti-corruption

2.4 Anti-corruption

Integrity and ethical behaviour are prerequisites for the reputation of a.s.r. as a trustworthy insurer. a.s.r. is committed to doing business according to the principles of honesty, integrity and fairness. Applying these ethical standards aims to ensure compliance with legislation and regulations in order to gain and maintain the trust of customers, shareholders, employees, business partners and society at large.

a.s.r. has a zero-tolerance policy on bribery, corruption, money laundering, terrorist financing, abuse of power and the circumvention of trade and economic sanctions within a.s.r. or within our supply chain.

We are highly committed to preventing corruption in all our operations and expect our suppliers to adhere to the same high standards. By working together and committing to transparency and integrity we can jointly contribute to promoting an ethical corporate culture.

We encourage our suppliers to embrace the principles as described herein and implement them as an integral part of their operations.

a.s.r. has the following minimum expectations from the supplier:

- The supplier complies with applicable legislation and regulations on combating bribery, corruption, money laundering, terrorist financing and abuse of power; not only to the letter, but also to the spirit;
- The supplier must comply with all applicable trade and economic sanctions in all their business operations; not only to the letter, but also to the spirit;
- The supplier will take action against non-ethical behaviour in their business operations and supply chain through policies, employee awareness, evaluations, appropriate measures and reporting;
- We expect our suppliers not to abuse a dominant position in a market that hinders free and fair competition;
- The supplier will avoid situations and refrain from activities where a conflict of interest may arise between the supplier and a.s.r.;
- The supplier will disclose conflicts of interest or situations that have the appearance of conflicts of interest to a.s.r.;
- The supplier may not use, or attempt to use, inside information for its own account or for the account of third parties, may not acquire or dispose of financial instruments to which that inside information relates, and may not share such inside information with third parties;
- The supplier will not engage in any transactions or other actions that could be classified as market manipulation or that could create the appearance of market manipulation.



a.s.r. is a signatory to the United Nations Global Compact and is committed to embracing, supporting and applying these principles relating to human rights, labour standards, the environment and anti-corruption within its sphere of influence.



a.s.r. is a signatory to UN Call to Action: Anti-Corruption and the Global Development Agenda. The initiative is a call by the private sector to governments to promote anti-corruption measures and implement good governance principles.



a.s.r. is a signatory to the United Nations' PSI (UNEP FI) and states that it considers it important to integrate sustainability into its insurance operations.



a.s.r. is a signatory to the Dutch Climate Agreement and is committed to reducing CO2 emissions by 49% between 1990 and 2030.
Climate Agreement

