

# Code of Conduct

**Ekopak** SUSTAINABLE  
WATER





The identity of Ekopak is not determined by a piece of paper in some drawer but is deeply rooted in our employees, suppliers and customers. Everyone we work with day in and day out must act with integrity according to the values and standards for which we stand. Only then can we speak of a truly sustainable policy, allowing us to make optimal use of our business strategy and vision.

In order to formalize our values and standards, we have penned the Ekopak policies. These policies serve as a reference work of the basic principles that underpin our culture. By communicating transparently on this matter, we ensure that everyone is well aware of what our DNA is, how they should propagate it, and how actions that are incongruent with it can be adjusted.

The Code of Conduct provides an easy-to-understand overview that is further elaborated in the supplier, employee, and customer policies. Reading this document will give you a feel for the core of our story. Reading the other policies will give you a detailed understanding of how our values and standards are shaped.

1.

Every decision we make is in line with prevailing financial, social and environmental laws.

2.

Where we believe that doing better makes sense, our decisions will follow rules and regulations that are accepted industry-wide, yet might not be enforced on us.

3.

Ekopak expects interactions in the workplace to always take place objectively with no room for bias or preferential treatment based on subjective characteristics.

4.

We stimulate behaviour that reinforces our DNA in every interaction.

5.

We implement a proactive and supportive policy to safeguard the Ekopak culture.

1

**Every decision we make is in line with prevailing financial, social, and environmental laws.**

We keep the applicable legal frameworks in mind with every decision and establish processes and procedures to actively comply with these frameworks. In our supplier, employee, and customer policies, we have further elaborated on these financial, social and environmental aspects.

Financial Legislation: Ekopak complies at minimum with the legislation aimed at combating economic and financial crimes.

Social legislation: We treat our employees and the employees of parties with whom we cooperate in accordance with the Universal Declaration of Human Rights as drafted by the United Nations and applicable national labour laws within the standards of the International Labour Organization.

Environmental legislation: Ekopak is compliant with the latest environmental legislation. In the current climate, this legislation is changing at an accelerated pace, making it necessary for us to remain informed at all times of any new applicable legislation (Local, National and European) and policies.

2

**Where we believe that doing better makes sense, our decisions will follow rules and regulations that are accepted industry-wide, yet might not be enforced on us.**

We are aware of the world around us and in many cases we do not hesitate to go a step further. Indeed, we also make decisions that are not strictly legally required but are generally accepted within generally professional supra-statutory frameworks. In our policies, we have further elaborated these supra-statutory financial, social and environmental aspects.

Financial Legislation: Ekopak goes beyond what is legally required by also applying the Belgian legal system in countries that enact a less strict policy.

Social legislation: We also apply the stricter Belgian legal system on social matters where necessary and provide additional social benefits to support the mental health and safety of our employees, ensuring we offer social advantages, measures, and actions.

Environmental legislation: Ekopak's mission and vision clearly reflect the importance we attach to ecology, which translates into concrete sustainability measures. This is especially visible in how we manage our buildings and mobility, where we consistently go beyond what is legally required.

3

**Ekopak expects interactions in the workplace to always take place objectively with no room for bias or preferential treatment based on subjective characteristics.**

We implement a diversity-sensitive policy in which we take individual characteristics into account and are aware of group dynamics. For this reason, we integrate systems into our operations that allow us to maximize professional interactions and minimize the impact of subjective opinions on the individual. The details of these systems can be found in the supplier, employee, customer policies, and other policies.

4

**We stimulate behaviour that reinforces our DNA  
in every interaction.**

One cannot build a unique corporate DNA solely on the basis of legal, supra-statutory, and social values and standards. To truly shape our own identity, it must be enriched with company-specific principles that reinforce our DNA in every interaction. At Ekopak, this DNA defines who we are. It is not determined by a piece of paper in some drawer but is deeply rooted in our employees, suppliers, and customers. To embody this commitment, every newcomer at Ekopak takes a vow built on three key pillars: Economic, Ecological, and Sustainable.



5

**We implement a proactive and supportive policy to safeguard the Ekopak culture.**

Although the general and company-specific values and standards have been drawn up as a list of “rules”, this policy was not created to be used as a control document. We believe that society and life experience has bestowed each of our employees with a moral compass of their own. In other words, it is not up to Ekopak to monitor employees for ethical conduct. However, it is our responsibility to correctly inform employees on what values and standards are important to Ekopak, to foster dialogue that reflects on these values and standards, and to give them the tools with which to apply these values and standards during their daily tasks.

This is done specifically by describing procedures in the various policies that aim to provide sufficient support to suppliers, employees, and customers in becoming familiar with the prevailing company-specific values and standards:

1. Sufficient training so that every employee has the right competencies to make the right decisions for themselves;
2. Sufficient moments of offering space (e.g. (self-)reflection) to process (deviant) behaviour and;
3. A reporting procedure in which the group is given the opportunity to evaluate each other so that no authoritarian decisions have to be made.

## REPORTING PROCEDURE

If an external or internal person notices an infringement against the matters listed in the code of conduct or its deeper elaboration in the underlying customer, supplier, and employee policies, then the person in question is encouraged to report the matter to Ekopak via the appropriate reporting procedure. Ekopak's stakeholders are proactively updated on this reporting procedure. More information can be found on the different policies published on our website.

A more detailed elaboration of this code of conduct can be found in:

- Supplier policy
- Employee policy
- Customer policy

Version:	Date:	Document name:	Author:	Controlled by:	Approved by:
002	08/04/2026	MANA_POL_CODE OF CONDUCT_002_BE_ENG	Executive Management Committee	CEO	Executive Management Committee

