



NS SUPPLIER CODE OF CONDUCT OCTOBER 2020



NS Groep NV, established in Utrecht, Trade register number 30124358

1 INTRODUCTION

NS (NS Groep NV and affiliated companies¹) wishes for the Netherlands to remain accessible in a sustainable way. For this reason, we always do business sustainably: fossil-free, circular and green. For and by everyone. For example, we contribute to the Paris Climate Agreement (CO2 reduction), the UN Convention on the Rights of Persons with Disabilities, and contribute significantly to achieving the Sustainable Development Goals of the UN. We do this for the sake of travellers, for (future) employees, for partners and for future generations.

Corporate Social Responsibility at NS comprises the entire supply chain. NS expects its suppliers to contribute to a better and sustainable future, by actively supporting the standards and values of the NS Suppliers' Code of Conduct in their own organisation and supply chain.

The NS Suppliers' Code of Conduct sets out NS' standards for corporate social responsibility. This code applies to all suppliers, including suppliers of goods, infrastructure, services, support and temporary personnel.

The NS Suppliers' Code of Conduct contains elements derived from the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the International Labour Organization's Fundamental Conventions, other relevant international conventions and national and local regulations applicable in different countries and jurisdictions worldwide. Moreover, the NS Suppliers' Code of Conduct is in keeping with the general NS Code of Conduct. It is applied as an addendum to all existing NS contracts.

2 SUSTAINABLE BUSINESS

Fossil-free Business. The aim is to use 80% less natural gas by 2030, and for the energy for facilities and the running of trains to be fossil-free by 2040. To this end, we save as much energy as we can, and we use our assets (land and buildings) in the best possible ways to create sustainable generation. We also purchase 100% sustainable energy, without fossil backup.

NS expects its suppliers to support these goals and to strive for minimum use of fossil fuels, also with regard to their staff's travel arrangements and the transport of any goods being delivered. In addition, NS expects them to focus on energy savings and to use green electricity.

Circular Business. The goals for 2030 are to purchase circularly, to get the maximum (re)use out of our materials and to completely eliminate waste in offices, workshops and trains.

To this end, we use the bare minimum of new raw materials, make optimal use of our materials, and do not produce waste.

NS expects its suppliers to contribute to these goals by providing high-quality, sustainable and circular products and services. NS requires its suppliers to use as few (new) raw materials as possible and to opt for renewable and recycled raw materials where possible. In addition, NS expects products to be designed in a circular manner for an optimal lifespan, optimal (re)use, and recycling, in order to prevent waste.

Green Business. The aim is to make positive contributions to biodiversity, to the health of our employees and travellers, and to climate adaptation. We create larger and more varied nature environments at our stations and workshops, we provide more plant-based offerings and we use nature to tackle climate adaptation. NS expects its suppliers to contribute to this, whenever possible.

¹ Companies in which NS Groep NV owns more than 50% of the issued share capital and where NS Groep NV has management control.

3 SOCIAL

For everyone. The aim is to offer a suitable range of accessible chain services to customers with disabilities in 2040, and a fully accessible train journey by 2045. In this context, we design our products and services, in close consultation with the target group, to be accessible; our underlying belief is that this will be of benefit to all travellers. NS expects its suppliers to contribute to this, whenever possible.

By everyone. NS aspires to ensure that travellers, employees, relations, applicants and suppliers feel safe and respected, and that no one is excluded. That is why NS employees always show respect for each other, regardless of creed, origin, age, gender, sexual preference or disability.

Various programmes are aimed at increasing the diversity of the NS workforce and the well-being of its employees. NS has jobs aimed specifically at employees with an occupational disability, and various suppliers employ staff whose access to the labour market is limited. NS expects its suppliers to create a friendly, inclusive working environment, in which its employees feel valued.

Health & Safety. NS strives to provide its employees and customers with a safe and healthy workplace. NS makes continuous improvements to minimise the risk of accidents and injuries, and health risks. NS expects its suppliers to act accordingly in this area.

Working Hours. The Supplier will respect the laws and regulations concerning working hours and overtime hours .

Collective Labour Agreement (CAO). The Supplier will respect all applicable laws and regulations concerning working conditions, and will comply with applicable Collective Labour Agreements.

Benefits. NS expects suppliers and their staff to refrain from offering or accepting gifts that could affect their work or relationships with colleagues, or that are inappropriate for any other reason.

Child & Forced Labour. NS prohibits all of its suppliers from the use of forced labour in any shape or form. NS expects its suppliers to respect the applicable laws and regulations concerning minimum age, and international conventions concerning child labour.

Discrimination. NS does not tolerate any form of (non) verbal violence based on race, colour, gender, sexual preference, disability, creed or origin. NS expects its suppliers to act accordingly.

Fundamental Human Rights. NS expects its suppliers to respect the fundamental human rights as described in the United Nations Universal Declaration of Human Rights.

4 BUSINESS ETHICS

Corruption and Bribery. NS has a zero-tolerance policy regarding any form of corruption or bribery, and expects its suppliers to act accordingly in this area.

Business Environment. NS expects its suppliers to avoid conflicts of interest, and to promote an open, fair and competitive business environment.

Responsible Market Behaviour. NS expects its suppliers to comply with all applicable laws and regulations concerning responsible market behaviour.

5 PURCHASING WITHIN THE CHAIN

The management of NS Supplier Code of Conduct with suppliers. Suppliers are expected to integrate the standards of this NS Supplier Code of Conduct into their own business operations. This includes product development, services and supplier selection.

6 COMPLIANCE

Suppliers of NS must at all times respect and comply with the NS Supplier Code of Conduct, and enable NS to monitor this compliance. In the event of suppliers making use of (sub)contractors, the NS supplier will ensure that these (sub)contractors employ comparable standards.

If a supplier detects a violation of the NS Supplier Code of Conduct, this supplier will immediately notify NS.

If a supplier experiences difficulties in complying with certain elements of the NS Supplier Code of Conduct, NS will attempt to assist the supplier in resolving this issue.

If a supplier violates the NS Supplier Code of Conduct, NS will take appropriate measures. This may include termination of the contract or relationship, the imposition of sanctions, taking legal action and/or notifying competent authorities.

Supplier must sign the NS Supplier Code of Conduct and return a copy of it. By signing the NS Supplier Code of Conduct, the supplier indicates that it fully understands the NS Supplier Code of Conduct and will act in accordance with this Code.

Signed (digitally) for approval.

Signature:

Name of Authorised Signatory:

Position:

Organisation:

Date: