

NS Policy for the Protection of People, Environment and Society within the Supply Chain



May 2026





1. Objective and Principles

Objective

The purpose of this policy document is to clarify the position of NS regarding 'Supply Chain Responsibility' as part of our CSR policy (Corporate Social Responsibility in Procurement and Commissioning).

This policy requires every link in the supply chain to respect human rights, minimise environmental impact, and conduct business with integrity and fairness. Wherever this document refers to "suppliers," it refers to the entire supply chain.

Mission of NS

Together we make the Netherlands sustainably accessible. For everyone.

Our sustainability ambition is to operate fossil-free, circular, and green. For and by everyone.



In doing so, we contribute to the goals of the Paris Climate Agreement and the achievement of the United Nations Sustainable Development Goals.

NS is committed to the Science Based Targets Initiative and sets science-based targets as the foundation for its climate objectives.

We expect our suppliers to support us in achieving our sustainability ambition and to conduct business in a responsible manner. By working together, we enhance our *social value*, with a focus on protecting people, the environment, and society.

International Guidelines

This policy document is based on the internationally recognised OECD Guidelines, recommendations for international corporate social responsibility, and aligned with the labour standards of the International Labour Organisation (ILO), the Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights (UNGPs). These form the foundation for both European and national laws and regulations.

Furthermore, we expect suppliers to fully comply with all applicable laws and regulations.

For any questions regarding this policy, please contact NS Sustainable Procurement. Our staff will be happy to connect you with the appropriate person. You can reach us at sustainableprocurement@ns.nl





2. Our principles



In line with our own mission and international standards, we expect our suppliers and their supply chains to respect and protect people, the environment, and society. This concerns the following principles.



1. Respect for Human Rights and Labour Standards

1.1 Safe and Healthy Work Environment

1.2 No Forced Labour

1.3 Equal Treatment & Opportunities

1.4 No Child Labour

1.5 Fair Wages and Employment Conditions

1.6 Reasonable Working Hours

1.7 Freedom of Association and Collective Bargaining



For everyone

+



By everyone



2. Minimising Environmental Impact

2.1 Protection of Water, Air, and Soil

2.2 Reducing Climate Change Impact; CO₂ and Energy Reduction

2.3 Contributing to a Circular Economy

2.4 Promoting Biodiversity

2.5 Promoting Animal Welfare

2.6 No Deforestation



Fossil-free enterprise

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Circular enterprise

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Green enterprise



3. Conducting Business with Integrity and Fairness

3.1 Fair Competition

3.2 No Bribery and Corruption

3.3 No Conflict of Interest

3.4 Transparency, Confidentiality, and Privacy

3.5 No Money Laundering and Financing of Terrorism

3.6 Respecting the Rights of Indigenous Peoples and Local Communities

3.7 Fair Tax Practices



For everyone

+



By everyone



Our principles | 1. Respect for Human Rights and Labour Standards

People are at the heart of our company. We are committed to respecting the fundamental dignity and rights of individuals. We actively strive to prevent injury to our employees, persons working for us through third-party contracts, and other visitors by providing them a safe and healthy workplace. We expect the same commitment from our supply chain, and that they comply with the following standards. NS suppliers must respect fundamental human rights and labour rights as set out in the guidelines and conventions of the International Labour Organisation (ILO) and the United Nations Universal Declaration of Human Rights.

1.1 Safe and Healthy Work Environment

- Our suppliers must ensure a safe and healthy working environment, including the provision of safe tools, equipment, and vehicles. They are responsible for offering safety-related training and for delivering safe products and services. Suppliers are expected to strive for zero incidents and to implement effective measures to prevent accidents and minimise health risks as much as possible (ILO Convention 155).
- Their employees are authorised to refuse unsafe work and to report incidents and unsafe working practices. In addition, they must limit or eliminate, as far as reasonably practicable, all hazards in the workplace based on the

generally accepted knowledge and best practices in health and safety within their sector.

1.2 No Forced Labour

- Our suppliers must respect the freedom of movement of workers. Under no circumstances may they engage in or tolerate forced or compulsory labour, human trafficking, involuntary work, or any form of (modern) debt bondage. They must demonstrate that workers are treated humanely and are not subjected to humiliation or corporal punishment (ILO Conventions 29 and 105, Article 8 of the ICCPR, and the 2014 ILO Protocol to the Forced Labour Convention).

1.3 Equal Treatment & Opportunities

- We expect our suppliers to actively promote diversity at all times and to tolerate no form of discrimination based on characteristics such as age, race, ethnic background, religion, gender, sexual orientation, pregnancy, or disability (ILO Conventions 100, 111, 183, and 190).
- Our suppliers must take measures to prevent violence and harassment in the workplace, including physical, verbal, sexual, or psychological forms of intimidation, bullying, abuse, or threats.



Our principles | 1. Respect for Human Rights and Labour Standards

1.4 No Child Labour

- Our suppliers must firmly reject child labour. They are required to act in accordance with local legislation and the key ILO standards on child labour, including ILO Conventions 138 and 182. The minimum working age must not be lower than the age at which compulsory schooling ends and, in any case, not lower than 15 years old—except in certain countries where the minimum age is set at 14. If local legislation defines a higher minimum age, suppliers must adhere to that standard.

1.5 Fair Wages and Employment Conditions

- Our suppliers must pay their employees and all individuals working on their behalf fair wages. They are required to comply with the national minimum wage standards.
- Where a statutory minimum wage does not exist or is insufficient to meet basic needs, the supplier is expected to strive to pay employees a wage that ensures a decent standard of living, meeting the fundamental needs of the worker.
- Employees must be free to choose their employment relationship and must be able to terminate it at their own discretion, subject to a reasonable notice period.
- The employer provides job security in accordance with local laws and regulations.
- Suppliers prioritise hiring local personnel wherever possible and provide training to enhance their knowledge and skills.

1.6 Reasonable Working Hours

- The working hours of our suppliers must comply with national laws and local industry standards, as well as ILO Conventions 1, 14, and 106. Overtime should be an exception, used only to meet short-term business demands, and must always be voluntary. Overtime work must be compensated in accordance with local regulations.
- In the absence of local legislation or collective agreements such as the ILO standards, the recommended normal working hours should not exceed 48 hours per week, or 60 hours per week including overtime. Employees are encouraged to take at least one day of rest within every seven-day period.

1.7 Freedom of Association and Collective Bargaining

- Our suppliers respect workers' rights to freedom of association (ILO Convention 87) and collective bargaining (ILO Convention 98). They also respect employees' right to freely choose their own representatives.
- When local laws and practices restrict the right to freedom of association and collective bargaining, the supplier will seek to develop alternative ways to engage in meaningful social dialogue with employee representatives, without violating local legislation.





Our principles | 2. Minimising Environmental Impact



Climate change is one of the greatest threats to society, while pressure on global resources continues to increase. NS believes in shared responsibility, working together with our suppliers to ensure the prudent use of resources to minimise our environmental impact. Our ambition is to operate fossil-free, circular, and green. We expect the same commitment from our supply chain and require them to comply with the following standards.

2.1 Protection of Water, Air, and Soil

- NS requires its suppliers to comply with all applicable environmental laws and regulations. In particular, they are expected to strive to reduce harmful soil, water, and air pollution, harmful noise emissions, and excessive water consumption.
- Our suppliers are required to comply with the Minamata Convention on Mercury, the Stockholm Convention on Persistent Organic Pollutants (POPs), and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal.

2.2 Reducing Climate Change Impact; CO₂ and Energy Reduction

- NS aims to achieve net-zero CO₂ emissions across the entire supply chain by 2050. We encourage suppliers to set ambitious, science-based reduction targets as well.
- We expect our suppliers to contribute to this goal by improving efficiency and reducing greenhouse gas emissions. This may include their services, production processes, and logistics. Additionally, we expect our suppliers to make efforts to promote the use of sustainable materials and renewable energy.
- NS aims to reduce energy consumption and encourages suppliers to embrace green innovations and minimise energy waste.

- We also expect our suppliers to report greenhouse gas emissions at both the organisational level and the product and/or service level, and to strive for continuous reduction of their climate impact.





Our principles | 2. Minimising Environmental Impact



2.3 Contributing to a Circular Economy

- We strive for a circular supply chain and expect our suppliers to contribute by providing products and services that use as few raw materials as possible and, where feasible, consist of reused, recycled, and/or renewable materials.
- We expect our suppliers to actively prevent waste at all stages of the production and supply chain, including packaging.
- Furthermore, we expect that delivered products are designed for a long lifespan, facilitate repair and reuse, and can be dismantled as much as possible into pure material streams that can be recycled at a high quality.

2.4 Promoting Biodiversity

- In line with international agreements, such as the Convention on Biological Diversity (CBD), we contribute to halting the loss of biodiversity by promoting more sustainable food with plant-based proteins and products from biodiversity-friendly agriculture. Additionally, we encourage the enhancement of green spaces and biodiversity on our own premises. NS expects its suppliers to contribute to the promotion of biodiversity wherever possible and relevant.

2.5 Promoting Animal Welfare

- We expect our suppliers, where relevant, to contribute to the prevention and/or reduction of animal suffering throughout their entire production chain.

2.6 No Deforestation

- Our suppliers are required to comply with all international and national laws and regulations regarding forest protection and the prohibition of deforestation, including—but not limited to—the EU Deforestation Regulation (EUDR). Under no circumstances may they contribute to or be involved in the destruction of primary forests. They must ensure that products traded within the EU have not caused deforestation or forest degradation, and that these products have been produced legally.





Our principles | 3. Conducting Business with Integrity and Fairness

We are committed to conducting business with integrity and fairness, in compliance with all applicable export control regulations, economic sanctions, embargoes, and other trade restrictions. We expect the same commitment from our supply chain and require them to adhere to the following standards.

3.1 Fair Competition

- Our suppliers support an open, fair, and competitive business environment and do not engage in price-fixing or other unfair trade practices, including during procurement procedures. They comply with all relevant competition laws.

3.2 No Bribery and Corruption

- We do not tolerate any form of bribery or corruption. The supplier shall never accept, solicit, promise, receive, grant, offer, or authorise bribes under any circumstances.

- By bribery, we mean the giving or receiving of anything of value to or from an individual in order to obtain or retain business, influence decisions, or gain an improper advantage. We expect the supplier to report any relevant concerns immediately to their NS point of contact.
- Our suppliers may only accept or offer invitations if they are appropriate and not in violation of applicable laws (particularly anti-corruption legislation). The same applies to the acceptance or offering of gifts or any other forms of compensation or benefits of any kind.

3.3 No Conflict of Interest

- We expect our suppliers to avoid situations in which a conflict may arise between the interests of NS and the direct or indirect personal interests of our employees. Suppliers must immediately report any situation in which a potential conflict of interest is identified, so that appropriate measures can be taken.
- Donations made by our suppliers must be entirely voluntary and not given in anticipation of any form of return or favour. Sponsorship of individuals, groups, or organisations must not be used to obtain unlawful business advantages.





Our principles | 3. Conducting Business with Integrity and Fairness



3.4 Transparency, Confidentiality, and Privacy

- We expect our suppliers to conduct all business and commercial activities with transparency and to record them accurately in books, records, and archives in accordance with local laws.
- We expect all business, commercial, and financial information related to NS and its commercial partners to be treated as confidential. The supplier must not use any confidential information in its possession regarding NS to engage in or support insider trading.
- We expect the privacy of employees, business partners, and customers to be protected. All reasonable measures must be taken to ensure the security of any personal data that suppliers collect, store, process, or transmit.

3.5 No Money Laundering and Financing of Terrorism

- Our suppliers must take all appropriate measures within their organisation to prevent money laundering and the financing of terrorism.

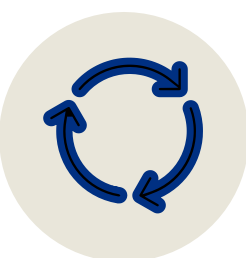
3.6 Respecting the Rights of Indigenous Peoples and Local Communities

- Our suppliers must in no way contribute to the unlawful acquisition of land and must safeguard the rights of Indigenous Peoples (ILO Convention 169). The rights of local communities must be respected, particularly those aimed at protecting them from the negative impacts of business activities. This includes a strong emphasis on participation, consultation, land rights, and the principle of Free, Prior and Informed Consent (FPIC).

3.7 Fair Tax Practices

- Tax contributions are an important part of creating positive social and economic impact. They support the communities in which we operate by enabling the provision of essential public services such as education, healthcare, infrastructure, law enforcement, and more. We expect our suppliers to contribute to fair taxation by paying the right amount of tax, in the right place, and at the right time.





3. Due Diligence, Grievance Mechanism & Compliance

We are committed to conducting business with integrity and responsibility, in line with international guidelines. This means we take risks related to human rights, the environment, and good governance within our supply chain seriously. We expect the same commitment from our suppliers and outline below how we jointly approach this through due diligence, grievance handling, and compliance.

Due Diligence

NS establishes a Due Diligence process to identify, assess, prevent, mitigate, and account for risks related to human rights, the environment, and society throughout our entire supply chain. This is in line with international (OECD) guidelines.

We expect our suppliers to also implement and adhere to a Due Diligence process to ensure that they and their supply chain act in accordance with the principles set out in this policy.

Grievance Mechanism

NS encourages an open culture in which concerns about potential misconduct or complaints can be raised. If, as a supplier or other stakeholder, you suspect a violation, we request that you submit your concerns or complaints. The online [SpeakUp](#) reporting channel is intended for reporting concerns, potential misconduct, and breaches (anonymously if desired). All complaints are treated confidentially and assessed with due care.

NS expects its suppliers to implement a grievance mechanism and requests that they inform further links in their supply chain accordingly.

Compliance

NS suppliers must at all times respect and comply with this policy document and allow NS to monitor this compliance. If they use (sub)suppliers, they must ensure that these (sub)suppliers adhere to comparable standards.

In the event of a violation, the supplier must inform NS immediately. NS provides support in case of difficulties with compliance.

