



Version 1 - June 18th, 2024

# Human Rights Policy

The Human Rights Policy outlines Bekaert's commitment to respect human rights. Taking care of people is fundamental to the success of our business. To achieve this, we recognize specific rights and standards while encouraging a culture of integrity and compliance.

Through our commitment, we implement compliance with Article 18 of the EU Taxonomy Regulation, meaning alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

We aim to;

- Ensure that the relevant practices strengthen over time as the Company's operating procedures create an environment where human rights are respected.
- Ensure that we seek to minimize risks and adverse impacts on human rights, by establishing adequate human rights due diligence.
- Ensure the systematic identification, prevention, mitigation, monitoring and remediation of potential or actual risks and their impact to people, which may occur as a result of our business activities, operations or the activities of our business partners and suppliers.

This Policy applies to all Bekaert employees as well as those representing Bekaert including self-employed persons, independent contractors, consultants, agency staff, Joint-Ventures, temporary workers, management and any other individuals who are engaged by Bekaert.

Bekaert proactively builds capacity of employees and other relevant stakeholders to understand and implement the policy.

We will promote policy principles to our suppliers and subcontractors through this policy and by driving industry based environmental and social standards. We intend to engage with our customers on these issues.

We are committed to the local laws and regulations of the countries in which we operate while we implement this policy. Wherever our policy and procedures are more stringent in terms of international human rights (incl. labour rights) than the requirements of local laws, we aim to implement measures to respect relevant human rights standards according to our policy and procedures. We seek to make reasonable efforts to evaluate cases on an individual basis.

Where local law prohibits us from upholding certain aspects of this Policy, we comply with these local laws while always seeking to respect human rights.

The Human Rights policy complements all the policies, which are associated with human rights aspects, including our Code of Conduct, Safety Health & Environment policy, Anti-bribery and corruption policy, the Group Community engagement policy, and the Raise an integrity concern policy.

This policy is owned by the General Counsel & Chief Compliance Officer. Group Ethics & Compliance promotes the policy and communicates periodically to relevant functions about human rights to build knowledge and capacity within the company.

**The BGE**, the most senior level of the business enterprise, is responsible for approving Human Rights Policy changes.

All **supervisors** are responsible for monitoring compliance of their direct reports with the Human Rights Policy.

All **Managers** shall promptly review and question any illegal and malpractices which are not in accordance with the Human Rights Policy. In addition, management assures the alignment with Human Rights policy and other policies related to human rights aspects.

An impact assessment is performed at regular intervals. Based on the results of the impact assessment policies and procedures are created and necessary awareness sessions are conducted for all required employees.

Bekaert is continuously working with due diligence and developing processes to better differentiate how we are connected to risks and impacts in our value chain, meaning whether Bekaert is causing, contributing to, or directly linked to a given risk or impact.

We annually review our Human Rights Salient Issues and integrate learnings from our due diligence efforts, external trends, and significant changes in our business and operating environment. We track our actions and report our progress via our Integrated Annual Report, which is publicly accessible to all stakeholders.

Bekaert reviews the policy and its implementation periodically with respect to effectiveness and suitability.