

## **Proximus societal responsibility charter for fiber roll-out**

Integrity, ethics and employee well-being are core values for the Proximus Group. Proximus believes that company employees as well as partners and subcontractors must act according to those values.

Proximus therefore wishes to translate these values in **six commitments** set out in this charter.

### **1) Apply quality requirements for Proximus partners**

All partners and subcontractors who work with Proximus must prove that they are certified by a label, credential or certification. This certification proves that they comply with the necessary preventive measures.

Finally, all partners and their subcontractors must abide by the Proximus Supplier Code of Conduct, which sets out the minimum standards of behavior that Proximus expects from its partners in terms of labor conditions and human rights, health and safety, environment, integrity, cybersecurity, privacy and diversity.

In the event of non-compliance with the above-mentioned quality criteria, Proximus will stop the collaboration with the partner and/or subcontractor should it notice a flagrant violation or if the partner and/or subcontractor has not remedied the problem raised by Proximus within a specified time frame.

### **2) Limit subcontractor levels**

Our partners must comply with a limit of two levels of subcontractors.

To grant Proximus a complete overview of the situation, any Proximus partner wishing to call upon subcontractors must receive Proximus' express consent before any work is carried out. These subcontractors must answer an elaborate questionnaire to provide Proximus with all the guarantees in terms of subcontractor reliability, ethics and security.

### **3) Ensure workers well-being**

As an ordering party, Proximus commits to preventing risks as much as possible and to developing a genuine safety culture in the workplace.

At least once a week each Proximus construction site is visited by a supervisor and/or safety coordinator. They check the application of safety standards imposed by Proximus. In the future, these checks will also extend to facilities for workers on the site and to the registration of their presence on mobile sites. After each visit, a detailed report is sent to the Proximus partner. Any flagrant violations detected may cause Proximus to require the partner to stop works at the latter's expense.

Each quarter, a meeting is organized with the partner in order to discuss the problems recorded during the visits and to implement the necessary measures to remedy them

#### **4) Training & development for our partners**

In addition to the safety standards imposed by Proximus for each construction site, Proximus regularly provides its partners with training on Fiber and on the specific safety principles on construction sites. Proximus is committed to certifying partner workers in terms of safety and quality. This certification is valid for a specific period and must be renewed.

#### **5) Organize meetings with authorities in charge of Control of Social Legislation**

Proximus commits to meeting every 6 months with the authorities in charge of Control of Social Legislation in order to assess together whether the measures taken are adequate with the legal provisions.

#### **6) Seek adherence to the charter by Proximus' "fiber" subsidiaries**

Proximus commits to initiating discussions with its subsidiaries working on the fiber roll-out to ensure that they abide by the commitments set out in this charter.