

SUSTAINABILITY CODE OF CONDUCT

FOR SUPPLIERS OF AVANS UNIVERSITY
OF APPLIED SCIENCES



“Together with our suppliers we want to make
the world **a better** and **more sustainable** place”



Dear Avans partner,

As you might expect, Avans takes social responsibility seriously. We are working hard to meet the challenges presented by the energy transition, material transition and sustainability issues.

Sustainability is anchored in our strategy, in our operational objectives and in our Ambition 2025. We want to make a difference when it comes to fighting climate change, limiting the use of fossil fuels and providing clean water, while tackling global poverty, human rights violations, degradation of our environment and biodiversity loss. Our ambition is to educate agile and resilient professionals who will continue to develop throughout their lifetimes and who will contribute to a sustainable future.

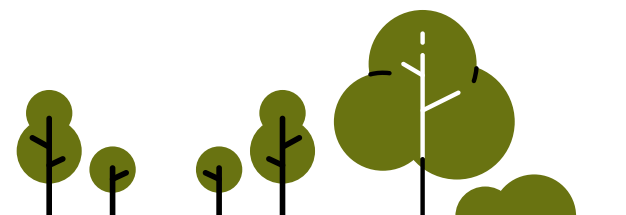
Giving corporate social responsibility meaningful form and content is only possible when all parties in the chain are committed to this goal. That's the reason we are asking you as an Avans supplier to sign this code of conduct. By doing so you will show your commitment to meet our standards of conduct and to help to spread them further.

This code of conduct is based on the ISO 26000 guideline for corporate social responsibility (CSR) and the ISO 20400 guideline for socially responsible purchasing (SRP).

We would like to thank you for your contribution and efforts in making the world a more sustainable and fairer place in partnership with Avans.



On behalf of the Executive Board,
Jacomine Ravensbergen, Philippe Raets, Sarah Wilton





Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) form the foundation of our policy and our activities. Our ambition is to reduce our negative impact and increase our positive impact. Our goal is to become circular by 2030.

“Avans’ goal is to become circular by 2030.”

We want to create a balance between quality, performance and affordability. And we want to protect the environment and fair working conditions while doing so.

To Avans, all the SDGs are important. We have the ability to contribute to all these goals. At the same time, we are convinced that we will be more effective if we refine our focus. Therefore, we have adopted five SDGs where we can make a real difference:

For Avans, circularity means:

- no carbon dioxide (CO2) emissions
- no waste
- optimal use/reuse of products and materials

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“The Sustainable Development Goals form the foundation of our policy and our activities.”



SDG 7: Affordable and clean energy

Together with our suppliers we want to keep making the energy mix more sustainable while increasing energy efficiency. Avans wants to set up agreements about renewable energy with its suppliers so that the know-how and expertise of both parties can be utilised in the best possible way and we can make the full transition to green energy. We would like to be able to count on the efforts and cooperation of our suppliers in achieving this goal. In addition, Avans applauds parties who use green energy in their own business practices, too.



SDG 9: Industry, innovation and infrastructure

We are asking for a big commitment from our new-build and renovation suppliers to help us meet our sustainability goals. These goals are aimed at becoming energy-neutral and developing circular buildings — both new-build and renovated — while preserving, enhancing and restoring biodiversity in the surrounding area.



SDG 11: Sustainable cities and communities

Avans finds it extremely important to fight climate change. This is a priority for our entire organisation. With innovative adjustments within the organisation, we hope to reduce our impact on the climate. Through partnerships with our suppliers, we are aiming to achieve greater sustainability in transport, new construction and urban development, among other areas.



SDG 12: Responsible consumption and production

We expect our suppliers to take responsibility in the area of recycling and reusing materials. Agreements will exclude the use of unnecessary resources and require the reuse and recycling of waste, wherever possible. Avans explicitly wants to reduce food waste and food loss in production and supply chains. In our partnerships we constantly look for ways of making more efficient use of natural resources.

“Buy local” is one of our top priorities. By purchasing the products and services from suppliers in the local region, we support the local economy and local initiatives. This also reduces transport distances, which in turn leads to reductions in CO2 emissions and is better for the environment.



SDG 13: Climate action

We expect our suppliers to take action and partner with us in combatting climate change. Together we can reduce the emission of greenhouse gases in production processes and the provision of services. We are always looking for more sustainable solutions. This means, for example, that we only source renewable energy for our operations and our waste will eventually become a resource for renewed use. Avans wants its business operations to be 100 percent circular by 2030. In order to meet this goal, it is important for Avans that our suppliers also proactively deploy sustainable solutions.



Human rights and working conditions

Human rights and working conditions are embedded in several SDGs. What we expect of our suppliers in this area is the following:

- That they recognise the Universal Declaration of Human Rights and act according to its provisions.
- That they eliminate child labour, forced labour, conflict materials and discrimination from their supply chains.
- That they recognise and respect the rights of workers to organise and join a union.
- That workers are not paid less than the legal minimum wage, are given fair working hours and sufficient social security in accordance with local standards and national and international laws.
- That they take responsibility for the health and safety of their workers.
- That they hold regular evaluation interviews with their workers and offer them opportunities to get further training.

Fairness and integrity when doing business

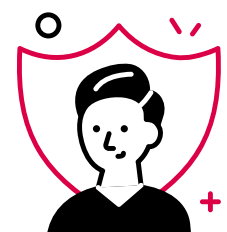
Fairness and integrity are important basic values for Avans. We also expect our suppliers to act in the following ways:

- They conduct business fairly by showing integrity in their decision making, avoiding corruption, abuse of power and conflicts of interest.
- They never allow the proceeds of criminal offences to be camouflaged by their legitimate business transactions.

- They never tolerate the use of legitimate financial resources for criminal activities, including terrorism.
- They respect property rights, including intellectual property rights, and protect the personal data of clients, staff and other business associates with the necessary measures.

Inclusive working environment

Everyone matters. Avans believes that inclusivity is very important for organisations. We are therefore putting forth every effort ourselves to anchor inclusivity permanently in our own organisation. Inclusivity allows us to tap into the diversity of talent and abilities on the job market in the best possible way. An inclusive working environment does justice to all staff members, regardless of their age, stage of life, type of contract, gender or origins. We respect all our employees. We not only cherish our differences, we search them out so that we can utilise them better in our work. We would be happy to discuss this subject further with you as our supplier. Let's challenge each other to set this out in greater detail.





Working

The Sustainable Development Goals form a suitable metric against which we can measure our progress. Working practice teaches us that, even without specifically pursuing these goals, together That we are already doing a lot in this area even without focusing on specific goals. And that is of course wonderful, because we have to be able to count on each other. The SDGs are not isolated goals, but essential guidelines established to encourage us to create a more sustainable and fairer world.



Practical example 1

Sustainable transport at Avans

Avans is encouraging sustainable mobility with a green mobility policy. An important guideline here is **SDG 13: Climate action**. By reducing CO2 emissions we are contributing to tackling climate change. At the same time air quality will improve along with human health and the quality of the living environment. One way we are doing this is by offering electric cars for business trips. We are encouraging our suppliers, internal and external, to use 'green' vehicles too.

Practical example 2

Catering

We are working with our catering company in line with the Sustainable Development Goals. Sustainability and local entrepreneurship are two important pillars supporting fair food. We want our actions to be visible and show how they will ultimately contribute to realising our shared goals.

SDG 2 - Zero hunger:

At Avans we are collecting plastic bottles and donating the proceeds to a charity. For example, to Made Blue for clean drinking water.

SDG 5 - Gender equality:

Equal opportunities for men and women. Half of our caterer's employees at the managerial level are women.

SDG 8 - Decent work and economic growth:

We use local products and work together with local producers.

SDG 13 - Climate action:

We want to reduce our CO2 emissions by cutting back on food waste and using more plant-based food.

SDG 14 - Life below water

Curbing pollution is the main emphasis here. We are restricting the use of plastics on all fronts. We also purchase sustainably farmed fish.

“Avans attaches great importance to this code of conduct for suppliers.”



Signature and agreement

Avans prefers to work with suppliers who strive for the same sustainability values as we do ourselves. We are therefore asking all our suppliers to sign this code of conduct. We thank you for your cooperation. We will regularly engage with you in dialogue about the results achieved. We will strive for the best possible results for both parties.

If you realise that your organisation is unable to meet our sustainability ambitions or if you need help in doing making the transition, we will be happy to help you. Please get in touch with your contact person at Avans. If your organisation not only makes a positive contribution to our sustainability ambition, but also translates this effectively into your own business operations, this will have a positive impact on the continuation of the partnership between your organisation and Avans. The latter of course holds only if this fits within the contractual possibilities.

Signed for approval:

Date:

Town/city:

Company name:

Name:

Position:

Signature: