



Supplier Code of Conduct

SUPPLIER CODE OF CONDUCT

INTRODUCTION

The Supplier Code of Conduct of Chemnovatic Sp. z o.o. Sp. k. is based on legal provisions for human rights, working conditions, environmental protection and anti-corruption as well as international standards and best business practices. Recognizing the Ten Principles of the UN Global Compact as overriding, we strive to build beneficial, partnership and longterm relations in the supply chain. The intent of this Supplier Code of Conduct is to increase the awareness of sustainable business development in the entire supply chain. Respecting the regulations of this Code is crucial from the point of view of cooperation with Suppliers. In addition, the Suppliers are expected to fully respect appropriate legal provisions related to the subject in question. Based on this Code of Conduct, the ESG Supplier Self-Assessment Questionnaire has been prepared and it is regularly assessed by employees of Chemnovatic Sp. z o.o. Sp. k.

SOCIAL RESPONSIBILITY

HUMAN WORK AND RIGHTS

The Supplier shall observe and respect human rights in accordance with local laws, the UN Guiding Principles on human rights and the UN Global Compact.

HEALTH AND SAFETY AT WORK

The Supplier shall ensure safe working conditions in compliance with the applicable legislation in the host country. It is necessary to minimize the risks to life and health of the employees. The Supplier shall recognize potentially hazardous situation, take appropriate action and prepare action plans. The Supplier shall provide the employees with health and safety trainings as required by law, which are properly documented and take place regularly. It is necessary to implement and follow appropriate safety procedures, trainings, as well as to provide adequate personal protection.

PROHIBITION OF CHILD LABOUR AND FORCED OR COMPULSORY LABOUR

Chemnovatic Sp. z o.o. Sp. k. will not tolerate any use of child, forced or compulsory labour. All forms of modern slavery or human trafficking are prohibited. All working terms and conditions shall be communicated to the employees in their native language.



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REMUNERATION AND WORKING TIME SYSTEM

The Supplier is obliged to comply with all laws and regulations on maximum working time, annual leave, minimum wage and to provide all the employees with fair remuneration. Principles of remuneration shall be clearly communicated to the employees. Overtime shall always be voluntary and shall be compensated according to applicable local laws and regulations.

FREEDOM OF ASSOCIATION

The Supplier shall abide by applicable laws and regulations on freedom of association as well as trade union activities. The employees have the right to join or form trade unions in accordance with applicable laws and regulations. The Supplier shall not take any negative actions or decisions towards people, who belong or represent trade unions.

DIVERSITY, EQUITY, NON-HARASSMENT AND NON-DISCRIMINATION

The Supplier shall guarantee the employees open and supportive working environment. Every employee shall be treated equally and with dignity and shall have the right to diversity. The company does not tolerate discrimination or harassment of any kind: physical, verbal and non-verbal.

The Supplier's employees and associates have the right to report any violations and incidents related to improper behaviour or treatment. The Supplier shall exercise due diligence to monitor all the grievances and cases of discrimination or harassment and shall undertake appropriate steps. The Supplier takes care about diversity and equity and shall promote equal opportunity and prohibit any kind of discrimination practices based on ethnic origin, race, gender, age, disability, religion, sexual orientation, appearance, gender identity, gender expression or trade union membership.

GRIEVANCE MECHANISMS

The Supplier shall provide the employees and other persons with a possibility to report all irregularities and violations through appropriate channels in a confidential manner.

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL PROTECTION

The Supplier shall comply with all applicable norms, standards, national and international regulations on environmental protection as well as operate with respect for natural environment. The Supplier is obliged to



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obtain all the required environmental permits, registrations and consents compliant with local laws and regulations.

WASTE

The Supplier shall ensure that all generated/obtained waste is transported and stored in a way that prevents soil, air, underground water contamination, as well as does not cause any harm to people and animals, according to applicable laws and regulations. The Supplier shall ensure that while running a business, they comply with all environmental norms in terms of generated waste and emission.

BIODIVERSITY

The Supplier shall exercise due diligence to protect biodiversity and minimize their negative impact on biodiversity in an efficient and reasonable way.

NATURAL RESOURCES AND CLIMATE CHANGES

The Supplier is expected to consciously manage its own resources by using them responsibly and if possible, to define the goals related to more efficient use of water, reduction of energy consumption as well as carbon dioxide emissions. It is advisable for the Supplier to increase the use of energy obtained from renewable sources. The most developed Suppliers are expected to be fully aware of how to manage the data related to greenhouse gas emissions in all the aspects of business activity, along with clear reduction plans.

GOVERNANCE RESPONSIBILITIES

FAIR BUSINESS PRACTICES

The Supplier is obliged to strive for achievement of competitive advantage in a legal and fair way. All the talks and negotiations shall be conducted in good faith, with care for the conversation culture as well as respect for good business practices, along with keeping trade secrets. It is necessary to protect confidential information in the entire supply chain. Transparency and ethics in business shall be the standard of cooperation in the entire supply chain

CONFLICT OF INTEREST

The Supplier shall ensure that there is no conflict of interest with Chemnovatic Sp. z o.o. Sp. k.. any violation shall be reported and eliminated.



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ANTI-CORRUPTION

The Supplier is obliged to comply with the applicable anti-corruption laws and regulations. The Supplier is obliged to reject and not accept any of corrupt practice by implementing necessary and appropriate preventive measures. The Supplier shall not make or accept illegal payments, and the gift policy shall not extend beyond commercial practice.

CONFIRMATION OF ACCEPTANCE OF THE SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct outlines general principles of functioning in the business environment between Chemnovatic Sp. z o.o. Sp. k. and its suppliers. Being aware of the Supplier Code of Conduct content, the Supplier is obliged to comply with it and develop its activity taking into consideration basic social, environmental and corporate governance aspects and standards described in this Supplier Code of Conduct and based on applicable laws and regulations.

Date:

The name of the company:

Signature/Position: