

## Supplier Code of Conduct

The key to our success is a trusting and partnership-based co-operation, both within our organisation and with our business partners. Trust, respect and commitment are fundamental to this.

**RENOLIT** creates products for a sustainable future. We continuously drive sustainability in products and solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enable our customers to meet current and future needs of society.

We are engaged to the principles of *responsible sourcing* and want to work together with our suppliers to further develop their sustainability performance in our supply chain. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards. We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors. We notably expect you as our supplier to support, embrace and enact the following standards, which are based on the United Nations (UN) Universal Declaration of Human Rights, the ten principles of the UN Global Compact Initiative, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the OECD guidelines for multinational enterprises.

### Responsibility for our Environment

- ✓ You comply with all your applicable environmental, health and safety regulations
- ✓ You shall not manufacture mercury-added products pursuant to Art. 4 (1) and Annex A Part I of the Minamata Convention on Mercury of October 10, 2013 (“Minamata Convention”)
- ✓ You shall not use mercury and mercury compounds in manufacturing processes, as laid down in Art. 5 (2) and Annex B Part I of the Minamata Convention after the phase-out date specified there for the respective products and processes
- ✓ You shall not violate the provisions of Art. 11 (3) of the Minamata Convention regarding the treatment of mercury waste
- ✓ You shall not manufacture or use chemicals according to Art. 3 (1) (a) and Annex A of the Stockholm Convention of May 23, 2001 on Persistent Organic Pollutants (“Stockholm Convention”), last amended by decision of May 6, 2005, in the version of the Regulation (EU) 2019/1021 of the European Parliament and of the Council of June 20, 2019 on persistent organic pollutants, as last amended by the Commission Delegated Regulation (EU) 2021/277 of December 16, 2021
- ✓ You shall not handle, collect, store and dispose waste in a manner that is not environmentally sound in accordance with the regulations in force in the applicable jurisdiction under the provisions of Art. 6 (1) (d) (i) and (ii) of the Stockholm Convention
- ✓ You shall not export hazardous waste within the meaning of Art. 1 (1) and other wastes within the meaning of Art. 1 (2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of March 22, 1989 (“Basel Convention”), as last amended by the Third Ordinance amending Annexes to the Basel Convention, dated May 6, 2014, and within the meaning of Regulation (EC) No 1013/2006 of the European Parliament and the Council of June 14, 2006 on shipments of waste (Regulation (EC) No 1013/2006, as last amended by the Commission Delegated Regulation (EU) 2020/2174 of October 19, 2020)

- To a party that has prohibited the import of such hazardous and other wastes (Art. 4 (1) (b) of the Basel Convention)
- To a state of import as defined in Art 2 No. 11 of the Basel Convention that does not consent in writing to the specific import, in the case where that state of import has not prohibited the import of such hazardous wastes (Art. 4 (1) (c) of the Basel Convention)
- To a non-party of the Basel Convention (Art. 4 (5) of the Basel Convention)
- To a state of import if such hazardous wastes or other wastes are not managed in an environmentally sound manner in that state or elsewhere (Art. 4 (8) phrase 1 of the Basel Convention)
- ✓ You shall not export hazardous wastes from countries listed in Annex VII of the Basel Convention to countries not listed in Annex VII (Art. 4A of the Basel Convention, Art. 36 of the Regulation (EC) No 1013/2006)
- ✓ You shall not import hazardous wastes and other wastes from countries which are no partys to the Basel Convention (Art. 4 (5) of the Basel Convention)

## Keeping up social standards

- ✓ You support the protection of internationally proclaimed human rights
- ✓ You confirm not to use any child labor (children under 15 years of age), except for otherwise allowed by Art. 2 (4) and Art. 4 to 8 of the Convention No. 138 of the International Labour Organization of June 26, 1973
- ✓ Furthermore you refrain from the worst form of child labor for children under 18 years of age according to Art. 3 of the Convention No. 182 of the International Labour Organization of June 17, 1999, including:
  - All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, as well as forced or compulsory labour, including the forced or compulsory recruitment of children for used in armed conflicts
  - The use, procuring or offering of a child for prostitution, for the production of pornographic material or for pornographic performances
  - The use, procuring or offering of a child for illicit activities, in particular for the production or trafficking of drugs
  - Work, which, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morality of children
- ✓ You shall not employ persons in forced labour; this includes any work or services that is required of a person under threat of punishment and for which the person has not made itself available voluntarily, for example as a result of debt bondage or trafficking in human beings; this does not apply to any work or services that comply with Art. 2 (2) of the Convention No. 29 of the International Labour Organization of June 28, 1930 or with Article 8 (b) and (c) of the International Covenant of December 19, 1966 on Civil and Political Rights
- ✓ You shall not accept any form of slavery, practices akin to slavery, serfdom or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation
- ✓ You shall not disregard the occupational safety and health obligations applicable under the jurisdiction of the place of employment it this causes risks of accidents at work or work-related health hazards, in particular due to:
  - Obviously insufficient safety standards in the provision and maintenance of the workplace, workstation and work equipment

- The absence of appropriate protective measures to avoid exposure to chemical, physical or biological substances
- The lack of measures to prevent excessive physical or mental fatigue, in particular through inappropriate work organisation in terms of work hours and rest breaks
- The inadequate training and instruction of employees
- ✓ You shall not disregard the freedom of association (as defined in the jurisdiction of the place of employment), according to which
  - Employees are free to form or join trade unions
  - The formation, joining and membership of a trade union shall not be used as a reason for unjustified discrimination or retaliation
  - Trade unions are free to operate in accordance with applicable law of the place of employment, which includes the right to strike and the right of collective bargaining
- ✓ You shall refrain from unequal treatment in employment, e.g. on the grounds of national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinions, religion or belief, unless this is justified by the requirements of the employment; unequal treatments includes in particular the payment of remuneration for work of equal value
- ✓ You shall pay an adequate living wage; the adequate living wage amounts to at least a minimum wage by the applicable law and, apart from that, is determined in accordance with the regulations of the place of employment
- ✓ You shall not cause any harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that
  - Significantly impairs the natural bases for the preservation and production of food
  - Denies a person access to safe and clean drinking water
  - Increases the difficulty for a person to access sanitary facilities or destroying such
  - Harms the health of a person
- ✓ You shall adhere to the prohibition of unlawful eviction and the prohibition of unlawful taking of land, forests and waters in the acquisition, development or other use of land forests and waters, the use of which secures the livelihood of a person
- ✓ You shall not hire or use private or public security forces for the protection of business projects if, due to a lack of instruction or control of your company, the use of security forces
  - Is in violation of the prohibition of torture and cruel, inhumane or degrading treatment
  - Violates the bodily integrity of a person
  - Impairs the right to organize / violates the freedom of association
- ✓ You shall not act or omit any duties of the aforementioned regulations of this Section, which are directly capable of impairing a protected legal position in a particularly serious manner, and the unlawfulness is obvious upon reasonable assessment of all given circumstances.

## Trustful Leadership

- ✓ You abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- ✓ You consider business integrity as the basis of business relationships.
- ✓ You prohibit all types of bribery, corruption and money laundering.
- ✓ You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- ✓ You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- ✓ You implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

Constancy in keeping up the principles of sustainable development in our supply chain is important to us.

You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards.

**RENOLIT** reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern.

**RENOLIT** reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Should you discover or seriously suspect any breaches of this Supplier Code of Conduct, please get in touch with your direct **RENOLIT** partner or – at corporate level – with Mr. Alexander Bolz, Head of Internal Audit, Risk Management & Compliance of **RENOLIT Group** ([alexander.bolz@renolit.com](mailto:alexander.bolz@renolit.com); Tel.: +49.6241.303.1295).

**Thanks for being partner of our supply chain!**



We herewith declare that we have understood the document in its entirety and confirm to adhere to the rules laid down herein.

Duly signed by authorized representatives:

Date: \_\_\_\_\_

\_\_\_\_\_  
Name, Title:

\_\_\_\_\_  
Name, Title: