

## **ROYTEC INDUSTRIES LLC SOCIAL AND ENVIRONMENTAL CODE OF CONDUCT FOR SUPPLIERS:**

Roytec acknowledges the importance of the issue and engages in ongoing and close dialogue with its suppliers about sustainable business practices and transparency of material use.

- Whenever possible, suppliers should use sustainable, safe and responsibly sourced materials, and avoid the use of hazardous substances.
- Suppliers must comply with or exceed applicable laws, rules and regulations, complying with REACH and ROHS regulations whenever possible.
- Roytec is a participant of the UN Global Compact and its ten principles on human rights, labor, environment and anti-corruption.
- Vendors should avoid purchasing raw material from conflict affected and high-risk areas. If a CMRT is requested, Roytec requires all vendors to complete and return in a timely manner.
- The supplier shall in all its operations be committed to high ethical standards in its business practices and shall prohibit any corrupt or fraudulent practices or money laundering activities.
- Roytec expects its suppliers to have zero tolerance towards bribery and corruption. The supplier shall ensure that its directors and employees or any third parties acting on its behalf do not offer, promise, give or accept any bribes, or make or accept improper payments to obtain new business, retain existing business, or secure any other improper advantage. In particular, the supplier shall not engage in any form of bribery or kickback scheme or otherwise offer any incentive to Roytec employees or their family or friends in order to obtain or retain any business.
- The supplier shall compete in a fair manner in compliance with all applicable competition laws and regulations. For example, the supplier shall not enter into any agreements with its competitors to increase prices or to restrict the availability of products.
- The supplier shall comply with all applicable export control laws and regulations, including but not limited to international trade sanctions issued by the UN, EU or US authorities. The supplier is required to provide Roytec upon request with information about the manufacturing location of the products it supplies to Roytec together with proof of origin.
- The supplier is expected to respect internationally recognized human rights.

- The supplier shall treat its employees in a fair and equal manner. The supplier shall not discriminate in the hiring, compensation, promotion, discipline, termination or retirement of employees based on gender, gender identity, age, religion, marital status, sexual orientation, disability, social class, political opinion, or national or ethnic origin, or any other characteristic that does not relate to the individual's qualifications or the inherent requirements for the job.
- The supplier shall not use workers under the age of 15 or under the local legal minimum age for work or mandatory schooling age, whichever is higher.
- The supplier shall treat its employees with dignity and respect and shall ensure that no worker is subject to any physical, sexual, psychological or verbal harassment, abuse or other form of intimidation.
- The supplier shall ensure that compensation paid to its employees (including contractors, temporary or part-time employees) complies with all applicable wage laws.
- The supplier shall ensure that its employees have a safe and healthy working environment in compliance with all applicable laws and regulations. Appropriate health and safety information, training and equipment shall be provided to the supplier's employees.
- The supplier shall make all reasonable efforts to protect the environment, and to minimize any negative environmental impact of its activities. The supplier shall comply with all applicable environmental laws and regulations.
- The supplier shall regularly monitor its compliance with the Code. The supplier shall upon request provide Roytec access to all relevant information and documents needed to verify the supplier's compliance with the Code.