

## WINTZELL & FRIED'S SUPPLIER CODE OF CONDUCT

### Foreword

This Supplier Code of Conduct (the "Supplier Code") applies to all Wintzell & Fried's suppliers of goods and/or services including, but not limited to, producers and distributors, its affiliates, agents, representatives and employees (the "Suppliers"). The Supplier Code formalizes the key principles under which the Suppliers and its supply chain are required to operate. Wintzell & Fried creates chemistry for a sustainable future and continuously drive the four pillars of sustainability - human, social, economic and environmental – by chemical management and risk reduction.

This Supplier Code makes clear that, while we recognize differences in cultures and legal requirements, we expect our Suppliers and anyone producing products or performing services for us to be aligned with our values and high standards for product and service delivery. This includes the principles from the United Nations regarding Sustainable Development Goals.

Suppliers of Wintzell & Fried are required to comply with this Supplier Code and to have and maintain practices consistent therewith as set out in Wintzell & Fried's General Terms and Conditions for Purchasing and General Terms and Conditions for Sale, which can be found at: <https://wintzell-fried.com>. This Supplier Code denotes our commitments and expectations towards interested parties in accordance with the UN Sustainable Development Goals. It gives guidance for everyone who works on our behalf and our employees or contract workers.

The Supplier Code is in no way intended to conflict with or modify the terms and conditions of any existing contract. In the event of a conflict, Suppliers must first adhere to applicable laws and regulations, then the contract terms, followed by this Supplier Code. However, for the avoidance of unclarity, a breach of this Supplier Code will always entail a material breach of existing contract between Wintzell and the Supplier.

### 1. Laws and regulations

We expect our Suppliers to maintain full compliance with all laws and regulations applicable to their business. When conducting international business, Suppliers must comply with local and international laws and regulations.

Supplier must have routines in place that ensure that applicable laws and regulations for the business are complied with. This includes all parts of this Supplier Code regarding basic requirements for Suppliers.

## **2. Humans rights and forced labour**

Supplier shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.

All forms of forced labour and liabilities are unacceptable. Work must be done on a voluntary basis and personal documents and belongings may not be seized for the purpose of forcing work.

## **3. Child labour**

All forms of child labour are unacceptable. All forms of work that can negatively affect the child's right to a healthy upbringing and development or hinder the child's education are child labour. All forms of violence, coercion and exploitation of children are unacceptable. A person younger than 18 years is considered a child unless local legislation has defined a higher age for work or compulsory schooling. Documents certifying the age of all employees must be available.

## **4. Wages and working hours**

As a minimum, statutory wages must be paid and applicable legislation and bargaining agreements, if applicable, must be complied with including, but not limited to, with regards to wages, sick and parental leave, working hours, resting hours, benefits and overtime. Wages paid and time worked must be documented in a transparent system and cover all employees.

## **5. Non-discrimination**

All forms of discrimination are unacceptable, and all employees must be treated with respect and dignity regardless of its gender, age, nationality, race, ethnicity, gender identity or expression, sexual orientation, union affiliation or any other individual characteristics. The Supplier shall furthermore ensure that discrimination or harassment do not occur within its organisation.

## **6. Freedom of association**

Supplier must ensure employees right to unionise, join labour unions, collective bargaining and organise themselves in accordance to applicable law and conventions without discrimination or other retaliation.

## **7. Occupational safety**

The activities must be conducted in such a way that serious injuries or incidents are prevented in a systematic manner.

## **8. Accident insurance**

All employees must have an accident insurance that covers health care for work-related injuries and compensation in the event of disability caused by a work-related accident.

## **9. Environment**

Activities must be conducted in such a way that serious discharges to land, water or air are prevented in a systematic manner. Any output from the Supplier's factories or transports should be monitored and documented.

## **10. Business Ethics**

The Supplier must carry out its business activities in an open and honest manner. Any endorsement of, engagement in or toleration of corruption and bribery, directly or indirectly, in all its forms are unacceptable. Documents must not be tampered with and must be treated with the confidentiality required. Statutory taxes must be paid and any tax liabilities to the authority must be settled.

## **11. Fair competition**

All applicable laws and regulations on competition, anti-trust and fair trade must be complied with at all times and the Supplier must not enter into any anti-competitive agreements or discussions, including within its own distribution chain.

## **12. Personal Data**

The Supplier must comply with all applicable laws, regulations and agreements with regards to personal data whenever personal data is being processed.