

Global Supplier
Code of Conduct
of RENOLIT Group



RENOLIT Group: Supplier Code of Conduct



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Preamble

RENOLIT stands for technical expertise, modern product design and partnership-based service world-wide: our products enhance surfaces, seal, protect, stabilize, and offer many other benefits. With decorative, high-quality, and sustainable plastic products, we create clear added value for our customers and improve the quality of life for many people. RENOLIT is actively committed to sustainability and responsible action. RENOLIT is aware of its responsibility within its own organization, towards customers and suppliers, as well as towards the climate and society. RENOLIT is guided by the values of integrity and fairness, regardless of whether its activities take place in Germany or abroad. RENOLIT therefore supports initiatives and principles such as the OECD Guidelines for Multinational Enterprises, the ten principles of the UN Global Compact, UN Universal Declaration of Human Rights and the core labor standards of the International Labor Organization (ILO) and is committed to anchoring these in its corporate principles and procedures. RENOLIT wants to work with its suppliers (hereinafter referred to as *business partners*) to further develop the common sustainability performance in the supply chain. The success of the cooperation between RENOLIT and its *business partners* is based on mutual trust, transparency, reliability, and fairness. This Code of Conduct defines RENOLIT's requirements for responsible business practices, human rights and labor standards, environmental protection, and product safety. RENOLIT takes responsibility for the implementation of ethical, social, and environmental standards in its own company and expects its suppliers to comply with the principles set out in this Code of Conduct and to take appropriate account of them in their own supply chain.

If you notice any violations of this Code of Conduct or have any serious suspicions, please contact your direct RENOLIT partner or at company level:

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1 RESPONSIBLE BUSINESS PRACTICES

Compliance with laws, recognized human rights and labor standards and guidelines

The *business partner* undertakes to comply with the applicable national laws and the relevant internationally recognized norms, guidelines and principles in all business activities and decisions. Compliance with this Code of Conduct and the applicable norms and standards may not be undermined by collateral agreements such as deviating contractual agreements or other comparable measures. If national and international regulations do not coincide, the *business partner* should adhere to the standard that provides greater protection for those affected.

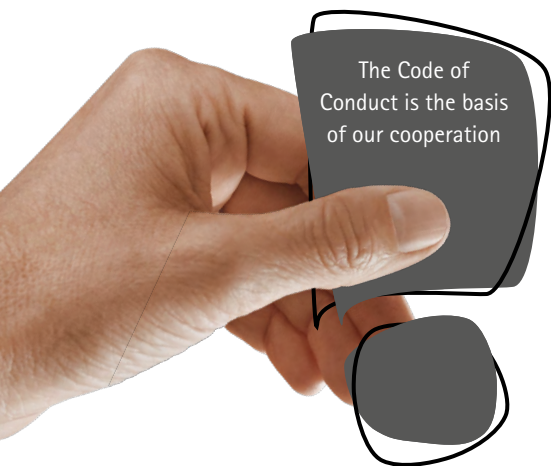


Prevention of corruption

The *business partner* hereby undertakes to comply with international and local anti-corruption laws and standards. When dealing with *business partners* (customers, suppliers) and state institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and decisions are made free of extraneous considerations and personal interests.

Antitrust and competition law

The *business partner* shall ensure compliance with the relevant national and international antitrust laws and the laws against unfair competition.



Privacy and data protection

The *business partner* undertakes to comply with the provisions of the applicable data protection laws. Personal data may therefore only be collected, processed, or used insofar as this is necessary for specified and legally permissible purposes. The *business partner* undertakes to comply with all laws governing the communication and reporting of personal data as well as the revocation of consent to the use, blocking and deletion of personal data. In addition, the *business partner* shall respect individuals in a manner consistent with the right to privacy and shall ensure that it does not unlawfully and/or arbitrarily interfere with an individual's privacy.



Compliance Management

The *business partner* undertakes to implement an appropriate compliance management system that facilitates compliance with applicable laws, regulations, and standards.

2 RESPECT FOR HUMAN RIGHTS AND FAIR LABOR STANDARDS

Ban on child labor¹

The *business partner* is expected to prohibit all forms of child labor in its operational processes. The *business partner* must also comply with the minimum age for admission to employment. Where national law regulating child labor or the minimum age for admission to employment prescribes stricter criteria, this law shall take precedence.



Prohibition of forced labor and any other form of modern slavery²

The *business partner* shall not impose any form of involuntary employment or employment under threat of punishment or other sanctions, including compulsory overtime, indentured labor, forced prison labor, slavery, or debt bondage. In addition, the *business partner* hereby undertakes to take measures to eliminate forced labor or any form of modern slavery.

Freedom of association and the right to collective bargaining³

The *business partner* shall ensure that the fundamental right of its employees to freedom of association and the right to collective bargaining are upheld within the framework of national laws. The *business partner* shall maintain an open attitude towards the activities of trade unions and their organizational activities. Employee representatives shall not be discriminated against and shall have access to exercise their representative functions in the workplace.

Equal treatment⁴

The *business partner* is expected to integrate equal treatment of all employees as a central principle in their corporate policy (including recruitment, remuneration, performance, promotion and termination of employment). The *business partner* must therefore eliminate and prevent any form of discrimination based on (but not limited to) ethnic, national or social origin, skin color, gender, age, religion, world view, political orientation and/or activity, membership in a trade union or employee representative body, disability, sexual identity or orientation or other personal characteristics or preferences. The *business partner* shall promote equal opportunities in employment and ensure that the applicable statutory provisions are always complied with. Equal treatment also includes equal pay for work of equal value.

¹ Cf. ILO Convention 138 (Minimum Age (1973)) and ILO Convention 182 (Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (1999)). Accordingly, the worst forms of child labor include enslavement, debt bondage, child trafficking, prostitution, pornography, forced recruitment as child soldiers, the use of children in illicit activities such as drug trafficking and work by children that is harmful to their health, safety, or development.

² Cf. ILO Convention 29 (Forced Labor (1930) and Protocol of 2014) and ILO Convention 105 (Abolition of Forced Labor (1957)).

³ Cf. ILO Convention 87 (Freedom of Association and Protection of the Right to Organize (1948)) and ILO Convention 98 (Freedom of Association and Collective Bargaining (1949)).

⁴ Cf. ILO Convention 111 (Discrimination in respect of Employment and Occupation (1958)) and ILO Convention 100 (Equal Remuneration (1951)).

Remuneration and social benefits

The *business partner* shall ensure that the wages it pays its employees are appropriate. The appropriate wage is at least the applicable statutory minimum wage, or the minimum wage specified for the industrial sector. In addition, the *business partner* shall provide its employees with social benefits that comply with the applicable national or local standards. In any case, wages should always be sufficient to meet basic needs and provide a certain amount of disposable income. Wages are paid on time and written and understandable information about wages is provided.

Environmental impacts that may have negative consequences for certain human rights


The *business partner* undertakes to avoid harmful soil changes, air, noise and water pollution, harmful noise emissions or excessive water consumption that could impair the resources required for the conservation and production of foodstuffs, as well as actions that impede access to drinking water and sanitary facilities or damage the health of individuals.

Land rights

When acquiring, developing, or using land, the *business partner* shall ensure that the prohibition of the unlawful clearance and withdrawal of land, forests and waters is observed, in particular if their use secures the livelihood of a person.

Abuse of force by private or public security forces

When commissioning public or private security forces to protect the company's projects, the *business partner* shall ensure, by means of appropriate instructions or checks, that the security forces do not infringe the right to freedom of assembly, do not physically harm employees and refrain from any form of inhuman or degrading treatment.



The observance of human rights and fair working conditions are an important cornerstone of our cooperation.

3 ENVIRONMENT, HEALTH AND SAFETY

Health and safety in the workplace⁵

We expect our *business partners* to ensure a safe, healthy, and hygienic working environment and to take the necessary measures to prevent all forms of work-related accidents and health impairments. As part of these efforts, the *business partner* undertakes to comply with internationally recognized occupational safety standards. In addition, the *business partner* is expected to promote the continuous improvement of the working environment and to prioritize the safety-related training of employees.

Environmental and climate protection

The *business partner* takes appropriate measures to reduce the climate-relevant effects of their business activities, to actively protect the climate and the environment in accordance with internationally applicable standards and statutory provisions and to continuously improve the effectiveness of their efforts in this regard. This includes avoiding emissions and waste wherever possible and continuously increasing resource efficiency.

Waste and emissions

The *business partner* shall prevent pollution in its area of operation and maintain procedures and systems that ensure the safe handling, transportation, storage, safe recycling, reuse, and management of raw materials, supplies and waste. Hazardous waste must be properly labeled, stored, disposed of, and documented to protect the health of employees, the public and the environment.

The *business partner* is obliged to minimize the emission of hazardous substances into the environment through technical measures, taking into account national legislation, and shall implement and actively maintain appropriate procedures and systems.

Compliance with specific environmental conventions (where relevant)

Where applicable, the *business partner* is required to ensure compliance with the prohibitions related to the use and production of mercury and the treatment of mercury waste under the Minamata Convention, the prohibition of the production and use of chemicals and the handling, collection, storage, and disposal of waste in an environmentally unsound manner under the Stockholm Convention and finally the prohibition of the export and import of hazardous waste under the Basel Convention.



Conflict minerals (where relevant)

The *business partner* is expected to ensure that no products are supplied to RENOLIT that contain metallic elements whose ores and/or derivatives originate from a conflict region where they may contribute to the direct or indirect financing or support of armed groups and/or contribute to human rights violations. The *business partner* is expected to comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG) and other applicable regulations, such as the EU Conflict Minerals Regulation.

⁵ Cf. ILO Convention 155 (Occupational Safety and Health and the Working Environment (1981)) and ILO Convention 187 (Promotion of Occupational Safety and Health (2009))

4 IMPLEMENTATION



Does your own Code of Conduct or company policy meet all the requirements of this code?
If so, please provide evidence.

If the *business partner* has already implemented its own code of conduct or a formal company policy that contains all the requirements listed in this code, **RENOLIT** requires the *business partner* to provide evidence that it fully complies with these requirements. If the *business partner* has not implemented its own code of conduct or formal company policy, it hereby undertakes to actively communicate this code of conduct and all requirements contained therein to its employees and direct suppliers, to inform them of the requirements of this code of conduct and to ensure compliance. The *business partner* shall implement effective risk management processes in all areas addressed in this code of conduct and regarding all applicable legal requirements. **RENOLIT** expects the *business partner* to disclose risks and/or violations of the requirements set out in this code of conduct that have been identified in its own business and/or supply chain upon request. The *business partner* shall implement appropriate measures to drive and ensure compliance with the expectations set out in this code of conduct in its own supply chain.

Training and qualification

The *business partner* is expected to promote and develop the qualifications of its employees through suitable training and further education measures.

Grievance mechanisms

The *business partner* shall establish and maintain effective grievance mechanisms for its employees to enable them to report possible violations of the code of conduct.

Verification

RENOLIT reserves the right to monitor and verify compliance with the requirements of this code by its *business partners* as described above, either through its own employees, independent third parties, certifications, or other forms of official assurance, or through subject-specific on-site audits.



Violations of this code of conduct will be treated as material breaches of contract.

Sanctions

RENOLIT will treat any serious breach by the *business partner* of the obligations, requirements, and provisions of this code as a material breach of contract and will therefore consider taking appropriate action in individual cases. The *business partner* will be given the opportunity to take appropriate corrective action. **RENOLIT** reserves the right to suspend and/or terminate the business relationship.



ACKNOWLEDGEMENT AND CONSENT OF THE BUSINESS PARTNER

We have received the **RENOLIT** Code of Conduct for Suppliers and hereby undertake to comply with all chapters (I to V) and the resulting principles and requirements and to ensure that the obligations are passed on to our *business partners*.

Company

Contact Person

Date, Place

Signature

renolit.com



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