

Supplier Code of Conduct

2023



Purpose and Summary

allnex is committed to doing business ethically and responsibly and expects the same of its suppliers. In support of this commitment, allnex has developed a Supplier Code of Conduct to convey its expectations towards its suppliers with regards to compliance with laws, business integrity, health, safety and environment protection, respect of human rights and sustainability.

allnex Supplier Code of Conduct

Suppliers, vendors, contractors, consultants and other providers of goods and services who do business with allnex entities worldwide are expected to adhere to the principles of this Supplier Code and take appropriate steps to ensure compliance.

1.) **Act in compliance with laws.**

Suppliers shall maintain awareness of and comply with all applicable laws and regulations of the countries where they operate, including – where applicable – anti-corruption laws, customs regulations, export and trade control laws, and fair dealing and competition laws.

2.) **Do business ethically.**

Suppliers shall not pay bribes, provide kickbacks or give anything of value to secure business or any business advantage.

3.) **Avoid inappropriate gifts, meals and entertainment.**

Suppliers shall not provide or offer gifts, meals or entertainment that could (or could appear to) inappropriately influence a business decision.

4.) **Demonstrate respect for people.**

Suppliers shall seek to employ a diverse workforce, provide a workplace free of discrimination and harassment, and treat employees fairly, including with respect to wages, working hours, benefits and working conditions. Employees and Business Partners should feel valued and respected for their contributions.

5.) **Respect fundamental human rights.**

Suppliers must treat & employ its workers with respect for Human Rights, including the United Nations Universal Declaration of Human Rights, the Fundamental International Labour Organization (ILO) Conventions as well as complying with local regulatory requirements in connection with human trafficking and slavery. Suppliers must have a documented policy to effectively prevent child labor, human trafficking and slavery in any form throughout its activities and to ensure that any child labor, human trafficking and slavery identified at the company shall be effectively eliminated immediately.

6.) **Provide a safe working environment.**

Suppliers shall provide a safe, clean and healthy working environment that complies with all relevant laws, rules and regulations, and shall strive to prevent occupational injuries and safety incidents.

7.) **Comply with environmental regulations.**

Suppliers shall conduct their businesses in a manner compliant with applicable environmental laws, regulations and industry standards and shall support allnex's efforts to operate sustainably.

8.) **Keep accurate books and records.**

Suppliers shall maintain accurate financial books and business records as required by applicable legal and regulatory requirements and accepted accounting practices.

9.) **Manage and protect information.**

Suppliers shall take appropriate steps to protect allnex's proprietary or confidential information, including employee information, customer data, intellectual property and trade secrets.

10.) **Deliver products and services meeting applicable quality, health and safety standards.**

allnex suppliers shall report issues immediately to allnex that could negatively affect the quality or public perception of an allnex product.

allnex reserves the right to terminate any agreement with any supplier that cannot demonstrate compliance with the Supplier Code of Conduct.

Addendum to Allnex's Supplier Code of Conduct

*** Please write legibly and in capital letters ***

We

Company Legal Name:

Company Address:

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confirm with our signature(s) below that we accept and demonstrate our commitment to Allnex's Supplier Code of Conduct (2020 version).

Please return this duly signed Addendum to your Allnex Contact person.

Signature:

Signature:

Name:

Name:

Title:

Title:

Place, Date:

Place, Date