

SUPPLIER CODE OF CONDUCT



Schelde Exotech creates equipment for a sustainable future.

That is our ambition and our responsibility. Through our technologies, products, ideas and innovation, we are working to make the best possible contribution to a viable future with enhanced quality of life for everyone. We are strictly committed to high standards of legal compliance and business ethics. **Our Code of Conduct** defines the boundaries within which we as Schelde Exotech employees must act to comply with laws and internal policies.

Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with our suppliers to further develop their sustainability performance in our supply chain. We expect our suppliers to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social and corporate governance standards ("**ESG Standards**") as in particular laid down in international conventions.

We also expect our suppliers to implement these standards with their suppliers and subcontractors.

We particularly expect you as our supplier ("**You**") to support, embrace and enact the following ESG Standards, which are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, Declaration on Fundamental Principles and Rights at Work, and the global chemical industry's Responsible Care[®] program.

Environment

- **You comply** with all applicable environmental, occupational health and safety regulations and international conventions on environmental standards.
- **You promote** the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.
- **You ensure** by using appropriate management systems that product quality and safety meet the applicable requirements.
- **You protect** your employees' and neighbors' life and health, as well as the general public at large against hazards inherent in your processes and products.
- **You use** resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.
- **You minimize** your negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.
- **You prohibit** unlawful eviction and unlawful taking of land, forests and waters.

Social

- **You ensure** that you protect internationally proclaimed human rights in your operations and for your employees, and do not directly or indirectly use forced labor (including, but not limited to, modern slavery and human trafficking) and child labor of any kind, or inputs produced using such labor.
- **You uphold** the freedom of association and the right to collective bargaining in accordance with applicable laws.
- **You treat** your employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment against anyone, for example on the grounds of an individual's ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law.
You support these aspects also in the selection of your suppliers and subcontractors.
- **You enable** your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- **You comply** with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions.

- **You ensure** that all security forces for the protection of the enterprise's project comply with applicable laws.
- **You ensure** that you do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Countries (OECD DDG). We expect you to fulfill your due diligence on mineral supply chains according to the recommendations outlined in the OECD DDG.

Governance

- **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 persons 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.
- **You establish** training measures to allow your managers and employees to gain an appropriate level of knowledge and understanding of the content of this Supplier Code of Conduct, the applicable laws and regulations and recognized standards.

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.

Should you have any concerns about illegal or improper conduct, please contact the management of Schelde Exotech or PTD

**YOU are part of our supply chain,
Schelde Exotech counts on your commitment!**