

## **SUPPLIER CODE OF CONDUCT**

The Supplier Code of Conduct (“Code”) sets out the principles that Suppliers undertake/agree to observe in their business dealings.

Chimibase recognises the importance of its Suppliers’ contribution to achieving its objectives and ensuring customer satisfaction. Precisely because of the role played by its Suppliers, Chimibase considers it absolutely essential that, in addition to meeting technical and professional requirements, they also uphold rigorous ethical standards – the same standards that guide Chimibase’s approach to doing business.

Chimibase adheres to the **United Nations Global Compact** and is committed to upholding and promoting its **10 principles**:

### **Human rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

### **Labour**

Principle III - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle IV - The elimination of all forms of forced and compulsory labour.

Principle V - The effective abolition of child labour.

Principle VI - The elimination of discrimination in respect of employment and occupation.

### **Environment**

Principle VII - Businesses should support a precautionary approach to environmental challenges.

Principle VIII - Undertake initiatives to promote greater environmental responsibility.

Principle IX - Encourage the development and diffusion of environmentally friendly technology.

### **Anti-Corruption**

Principle X - Businesses should work against corruption in all its forms, including extortion and bribery.

***We ask our Suppliers to adopt and adhere to the same principles.***

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## **I. SCOPE AND TARGET AUDIENCE**

This Code applies to all Suppliers of goods and/or services, contractors, subcontractors and business partners, hereinafter referred to as “Suppliers”, who have a commercial and/or contractual relationship with Chimibase. Suppliers are required to share the contents of this Document with their employees and to promote, within their own value chain, ethical conduct that ensures compliance with this Code, thereby facilitating the monitoring of compliance at all levels of the supply chain.

## **II. PROTECTION OF HUMAN RIGHTS AND WORKERS' RIGHTS**

### **2.1 Child and forced labour**

Child labor and forced labor are not permitted. The age of employment cannot be less than the minimum legal age allowed in each country.

### **2.2 Harassment and violence**

Our Suppliers must implement measures to prevent any form of harassment or violence in the workplace.

### **2.3 Health and safety at work**

We require our Suppliers to comply with all applicable laws and regulations regarding occupational health and safety standards, ensuring a healthy work environment and implementing effective measures to prevent accidents, injuries or occupational illnesses.

Suppliers are required to eliminate or reduce the causes of all workplace hazards and to implement appropriate programmes to raise awareness, provide information and deliver training to workers, with a view to promoting responsible and safe behaviour.

Suppliers are also required to monitor their health and safety indicators and to adopt a strategy of continuous improvement based on the collection and analysis of data relating to workplace accidents and injuries. Suppliers will conduct training for their employees and for those affected by their activities. This training will cover various aspects such as the operation (of equipment), manual handling, risk assessment, fire safety, emergency preparedness, first aid and the appropriate use of personal protective equipment.

Suppliers shall ensure the provision and maintenance of protective equipment at no cost to workers.

### **2.4 Discrimination, diversity and inclusion, gender equality**

Suppliers are required to ensure that all individuals are treated in a manner that promotes the dignity, freedom and equality of all workers, without discrimination on the grounds of skin colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, trade union membership, origin, social status or marital status. This applies to all aspects of recruitment and employment practices, including but not limited to job applications, promotions, bonuses, training opportunities, job assignments, remuneration, benefits, disciplinary action, termination and retirement.

## 2.5 Working hours and remuneration

We require our Suppliers to ensure that working hours comply with laws, regulations, local rules, collective bargaining agreements and international conventions and that employees are guaranteed their days off and public holidays.

Suppliers are required to comply with all applicable wage laws and regulations, including matters such as the minimum wage, overtime rules and statutory benefits. In accordance with local laws, workers must be compensated for overtime at a rate higher than their normal hourly wage. Workers must receive fair and timely payment, and the payment terms must be communicated to them in a transparent manner.

## 2.6 Freedom of association and collective bargaining

Suppliers must guarantee freedom of association and the right to collective bargaining in accordance with applicable laws and local regulations.

### **III. ENVIRONMENT**

Our Suppliers are required to operate in accordance with applicable environmental legislation, respecting the local environment and promoting the use of recycled products or those that are less harmful to the environment. In particular, Chimibase is committed to minimising the environmental impact of its activities, protecting local ecosystems and biodiversity, limiting, where possible, the production of waste, greenhouse gas emissions and effluents, and prioritising the use of renewable energy sources.

### **IV. GOVERNANCE AND ETHICS**

#### 4.1 Antitrust, anti-corruption and anti-money laundering

Suppliers are required to comply with applicable antitrust laws and regulations and to adhere to the principles of fair and transparent competition; they must not resort to unfair or collusive tactics, such as abusing their market position or forming cartels with the aim of excluding other companies from tenders, including through price-fixing practices. Suppliers are also prohibited, in the conduct of their business, from engaging in any practice that is restrictive or capable of unlawfully disrupting the market.

Suppliers must adopt a fair and impartial policy for selecting their own Suppliers. Suppliers and their subcontractors are required to operate in full compliance with the law and must not engage in or tolerate any form of corruption, whether active or passive, explicit or implicit. Suppliers must also comply with laws regarding anti-money laundering and the receiving of stolen goods, money, or other assets.

#### 4.2 Conflict of interest

Suppliers are required to avoid any situation that could lead to a conflict of interest or that could interfere with their ability to make impartial decisions. We require that conduct be in accordance with the principles of business ethics and transparency, and that any situation involving a conflict of interest which could influence the commercial relationship with Chimibase be avoided or which could interfere with the ability to carry out one's activities impartially.

Suppliers are required to notify Chimibase of any situation that appears to constitute a conflict of interest before entering into any business relationship.

#### 4.3 Privacy and intellectual property

Suppliers are required to handle, collect, store and process personal data in accordance with applicable privacy regulations, ensuring that such data is stored accurately and for a period that is consistent with the stated purpose, protecting it from unauthorised access and safeguarding its integrity and confidentiality through the use of appropriate and adequate technical and organisational measures.

Suppliers must respect and protect the confidential information, know-how and intellectual property of Chimibase and third parties, and shall be held liable for any use or infringement of patents and/or trademarks and/or other intellectual property rights relating to the use of materials, machinery or working methods employed in the performance of their activities.

The confidentiality obligation shall remain in force after the termination of the relationship with Chimibase.

#### 4.4 Sanctions and export controls

Suppliers must comply with all applicable regulations concerning economic sanctions, embargoes and export controls adopted by the European Union or other competent authorities.

### **V. MONITORING**

#### 5.1 Procedures for conducting audits and control activities

Suppliers are required, at Chimibase's request, to provide all the information necessary for a proper and comprehensive assessment. Should a Supplier no longer be able to comply with the principles of this Code, either in part or in full, they must promptly notify Chimibase.

Chimibase reserves the right to conduct site visits and inspections, either directly or through formally appointed third parties, in order to verify compliance with this Code.

#### 5.2 Management and Assessment of Non-Compliance Cases

Should any non-compliance with the provisions of this Supplier Code of Conduct be identified during the Qualification phase and/or subsequent audits, Chimibase reserves the right to require Suppliers to implement corrective measures. In the event of failure to implement corrective measures, or in the event of serious or systematic non-compliance with the principles set out in this Supplier Code of Conduct, Chimibase reserves the right to terminate the business relationship with the said Supplier at an early date. Notwithstanding the foregoing, any additional consequences specifically provided for and established in the existing contract with the Supplier shall remain unaffected.

### **VI. REPORTING**

Open and ongoing communication forms the basis of the relationship between Chimibase and its suppliers. Any breaches of the contents of this document – including suspected breaches – must be reported in/by writing to Chimibase S.p.A. - Via Coluccio Salutati, 7 - 20144 – Milano (MI) – Italia.

The Company handles reports received in strict confidence and in accordance with company procedures and applicable regulations, ensuring that whistleblowers are protected – amongst other things – from any form of retaliation, discrimination or disadvantage.

Place and Date

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Stamp and Signature

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