

# Supply Chain Code of Conduct

**We believe that sustainable growth begins with strong and responsible partnerships. Our suppliers play a crucial role in our mission to build a future-proof, fair, and sustainable value chain. This Supply Chain Code of Conduct sets out the standards and expectations that all our suppliers must adhere to — regardless of their location, size, or sector.**

## 1. Fair and Ethical Business Practices

We expect our suppliers to conduct business in an ethical, transparent, and legally compliant manner. Corruption, bribery, money laundering, fraud, and other forms of improper influence are strictly prohibited. Suppliers must avoid conflicts of interest and ensure that reports of misconduct or integrity incidents are taken seriously and addressed appropriately.

## 2. Respect for Human Rights and Working Conditions

Suppliers must respect international human rights standards as set out in the Universal Declaration of Human Rights, the ILO conventions, and the OECD Guidelines for Multinational Enterprises. This includes, among other things:

- No child labor or forced labor
- A safe and healthy working environment
- Fair wages and reasonable working hours
- Equal treatment without discrimination
- Freedom of association and the right to collective bargaining

We expect suppliers not only to comply with these standards within their own organizations, but also to actively promote them throughout their own supply chains.

## 3. Environmental Responsibility

Our suppliers are expected to manage natural resources responsibly and actively reduce their environmental impact. Expectations include:

- Efficient energy and water consumption
- Avoidance and reduction of waste and emissions
- Responsible sourcing of raw materials
- Transparency regarding environmental performance
- Support for circular and bio-based innovations

We encourage suppliers to establish ambitious environmental objectives and continuously improve their performance.

## 4. Transparency and Collaboration

We value open communication, mutual trust, and continuous improvement. Suppliers are responsible for:

- Providing honest and complete information
- Communicating risks or deviations in a timely manner
- Collaborating on sustainability and innovation initiatives
- Participating in due diligence processes when required

By working together on supply chain transparency, we strengthen the resilience and societal value of our activities.

## 5. Oversight and Continuous Improvement

We reserve the right to assess compliance with this Code of Conduct through audits, assessments, or questionnaires. Where shortcomings are identified, we expect suppliers to implement corrective measures and remain open to guidance towards improvement. Suppliers that consistently fail to comply with these guidelines may be excluded from further cooperation.

## Embedded in Our Sustainability Strategy

This Code of Conduct forms part of our broader sustainability and human rights strategy. We consciously select partners who take responsibility for their social and environmental impact and who work with us to build a fair, transparent, and resilient value chain.