

SUSTAINABLE PROCUREMENT POLICY

When selecting and evaluating our suppliers, we consider not only reliability and economic criteria but also sustainability. As a part of our SPOLCHEMIE Sustainable Growth concept, we cooperate with our suppliers and other business partners and encourage and motivate them to follow the similar sustainability principles and ESG standards as SPOLCHEMIE. We expect our suppliers to conduct their relationships with us, any of our partners and other suppliers on a fair and ethical basis, in compliance with our Supplier Code of Conduct and in compliance with our core principles:

ENVIRONMENT

Environmental protection

- We expect our suppliers to reduce their environmental and climate impact including reduction of carbon footprint and encourage them to promote environmentally friendly actions.
- We expect our suppliers to use resources responsibly and wisely. We encourage them to improve efficiency of resource use and to reduce the use of the finite or non-renewable resources.
- We expect our suppliers to implement responsible waste management and to avoid pollution if possible.
- We expect biodiversity and local communities to be protected.

SOCIAL

Compliance with human and labour rights

- We expect our suppliers to comply with human and labour rights and support the principles of the Universal Declaration of Human Rights. They must avoid any violation of these rights when dealing with their stakeholders.
- We do not tolerate the use of child labour (below the minimum legal age for employment). We expect our suppliers to ensure compliance with special needs of young workers under the age of 18.
- We do not tolerate the use of forced or compulsory labour in the supply chain.

Compliance with health and safety standards

- A healthy and safe working environment must be provided for all employees, in accordance with international and national standards and laws.

GOVERNANCE

Compliance with laws

- We expect our suppliers to fully comply with applicable international, national, state and local laws including (but not limited to) all environmental, health and safety, and labour laws.
- All products supplied to us must be compliant with the EU REACH regulation.

Anti-discrimination policy

- We expect our suppliers to prevent and refrain from any discrimination. Employees must be treated with respect and dignity. Any physical or verbal abuse, other harassment or any threats or other forms of intimidation are prohibited.
- We expect diversity to be promoted.

Anti-corruption policy

- We do not tolerate, permit or engage in any bribery or unethical behaviour in any aspect of our business.

Confidentiality and intellectual property

- We require our suppliers, contractors and their team members to maintain confidentiality with regard to all information they have access to in relation to our company. We also expect suppliers to protect all intellectual property of SPOLCHEMIE.

SPOLCHEMIE- specific policies:

SPOLCHEMIE Sustainable Developmentt
SPOLCHEMIE Quality Policy
SPOLCHEMIE Environmental Policy
SPOLCHEMIE Health & Safety Policy
SPOLCHEMIE Responsible Care Activities
accessible via

<https://www.spolchemie.cz/en/responsible-company/>