

WeylChem
Group of Companies



Code of Conduct

Ethics for suppliers at the WeylChem Group of Companies



Introduction

The WeylChem Group of Companies aims to meet the highest ethical standards in its activities worldwide. One of the ways we do this is by acting responsibly at all times. We have put in place mandatory guidelines for this in a Code of Conduct for our workforce.

However, viewed holistically, corporate responsibility includes the entire value chain. As such, we expect just as high a level of integrity from our suppliers. That's why we've drawn up a dedicated Code of Conduct for them, based around our own values and standards.

We expect our partners to adhere to the principles described here. In this way, together we will live up to society's high expectations of responsible corporate behavior.



Supplier Code of Conduct

The WeylChem Group of Companies understands the social impacts of its activities and maintains the standards expected of a responsible company. This is achieved internally, and in our dealings with external suppliers, through proper conduct of business activities.

We aim to conduct our business in line with the highest standards with respect to ethical conduct, health and safety, and environmental and social aspects, and we expect the same from our suppliers. The WeylChem Group of Companies supports the ten principles of the UN Global Compact and the fundamental conventions of the International Labor Organization (ILO).

We expect our suppliers to adhere to the following principles:

Social Aspects

- Do not engage in or support the use of child labor
- Do not engage in or support the use of forced labor
- Provide a safe and healthy work environment
- Respect the rights of employees to join trade unions of their choice and bargain collectively
- Do not engage in or support discrimination in your activities based on race, ancestry, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age
- Do not engage in or support the use of corporal punishment, mental or physical coercion, or verbal abuse
- Comply with applicable laws and industry standards on working hours
- Ensure that salaries paid will always meet legal or industry minimum standards
- Do not knowingly engage in business associated with any activity that is corrupt or contravenes moral, legal or social codes of practice
- Apply the highest standards of ethics and respect the cultural diversity of the markets in which you operate



Environmental Aspects

- Possess all the necessary environmental permits and registrations
- Strive to minimize relevant environmental impacts
- Maintain a management system that makes it possible to continuously improve environmental performance
- Have procedures in place to prevent incidents – and in case incidents occur, have procedures in place to mitigate the consequences that could potentially impact the environment
- Encourage the development and uptake of environmentally friendly technologies

Economic Aspects

- Act on the market as an upstanding and compliant player
- Comply with all anti-trust or competition laws that guarantee free competition
- Commit to working against all forms of corruption, extortion, fraud and bribery