

Behn Meyer's Supplier Code of Conduct

The Behn Meyer Group is committed to upholding highest standards of ethics and integrity across all our operations globally. We strive to operate in a way that promotes corporate social and environmental responsibility and expect our suppliers to adopt similarly high standards of integrity, governance and operating principles that demonstrate a responsible and forward-thinking way of doing business. This code details Behn Meyer's requirements in the following areas.

Standards of Business Conduct

PRINCIPLE 1: Human Rights

- **No Forced Labour**
We expect our suppliers to hold a deep respect for human rights by prohibiting forced labour in any way, shape or form, including modern slavery and human trafficking.
- **Child Labour**
We expect our suppliers to comply with the prohibition of child labour. Suppliers shall not permit child labour to be used in any operation. No child below 15 years of age may be employed by our suppliers, subject to the exceptions outlined by the International Labour Organization.
- **Remuneration and Working Hours**
The suppliers of the Behn Meyer Group of Companies shall comply with all applicable laws and regulations regarding minimum wages and permitted working hours.
- **Employees' Rights**
We expect our suppliers to respect the right of employees to freedom of association and assembly, as well as collective pay bargaining, to the extent legally permitted in the country concerned.
- **Equal Opportunity Employment**
We expect our suppliers to treat their employees with respect and provide a workplace free of harassment and abuse of any kind, including unlawful practices or discrimination.

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PRINCIPLE 2: Environmental / Occupational Health & Safety

- **Compliance with Environmental Laws**
Suppliers are expected to comply with all applicable environmental law and regulations.
- **Pollution Prevention and Resource Reduction**
We expect our suppliers to use resources efficiently, minimising waste and energy consumption, comply with local water quality requirements, and dispose of any hazardous materials in a responsible and ethical way.
- **Occupational Health & Safety**
Suppliers of Behn Meyer shall ensure that their employees work in safe and humane conditions. This includes providing adequate training and effective protective equipment. Furthermore, suppliers are also expected to comply with Safety and Health laws and regulations.
- **Product Safety**
All products acquired by the Behn Meyer Group of Companies shall be delivered by the suppliers in keeping with our expectations, and with the relevant required documents, such as safety data sheets and certificates of analysis. We expect our suppliers to immediately report to Behn Meyer on any concerns about product safety.
- **REACH Compliance**
Suppliers shall submit chemical substances declarations according to regulations outlined under REACH or provide safety data sheets (SDS) adapted for REACH's regulation for any products exported to or within the EU.

PRINCIPLE 3: Business Ethics

- **Bribery and Corruption, Money Laundering**
Behn Meyer adopts a zero-tolerance policy towards bribery and corrupt activities, and expects our suppliers to similarly prohibit all forms of bribery and corruption, including money laundering. We furthermore expect that no gifts or other gratuities are offered to Behn Meyer's staff for their personal benefit.

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– **Fair Business, Advertising and Competition**

We expect our suppliers to act fairly in business and comply with all applicable competition and antitrust laws and regulations.

– **Product Quality**

We expect our suppliers to meet the generally accepted and/or contractually agreed quality requirements for products, processes and services, and to provide the resources and/or equipment required for this in keeping with the performance requirements and quantities.

– **Data Protection and Confidential Information**

We expect our suppliers to use and process confidential information in an appropriate manner, and to use it only for the purposes authorised under contractual agreement.

We expect our suppliers to ensure all their operations comply with all applicable laws and regulations at a minimum. Furthermore, we expect that our suppliers adhere to Behn Meyer's requirements, including the standards detailed in this Code of Conduct.

Declaration

I hereby acknowledge that I have read and understood Behn Meyer's Supplier Code of Conduct and agree to be bound by it. I understand that in the event of noncompliance with this code at any stage, the business agreement / contract shall be liable to cancellation / termination without notice or any compensation in lieu thereof.



Company stamp, Date, Signature

28 October 2021

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