

Supplier Code of Conduct



The Nexam Chemical Group (NEXAM) has specific expectations of the conduct of suppliers and business partners. In general, NEXAM's supplier Code of Conduct is in full alignment with NEXAM's Corporate Social Responsibility Policy.

Suppliers and business partners are expected to understand and act in a consistent manner with NEXAM's Code of Conduct and must always remain fully compliant with local and applicable laws and regulations.

The NEXAM Code of Conduct is split into four main categories, as detailed below;

- Human Rights
- Health and Safety
- Environment
- Business Ethics

NEXAM have expectations that suppliers will self-audit against these principles. However, NEXAM retain the right to inspect and audit any of their suppliers with due notice to be given. NEXAM expects that its suppliers will cascade similar expectation through their own supply chains.

1. Human Rights

- a) **Forced Labour**
Forced, bonded, slave, indentured or any form of exploitative labour shall not be used. NEXAM also has a zero-tolerance policy towards human trafficking.
- b) **Child Labour**
Suppliers shall not use child labour. Child labour will be defined by local legislation.
- c) **Conditions of Employment**
Suppliers shall comply with local laws and regulations in relation to working hours, wages and benefits.
- d) **Harassment and Discrimination**
Work places shall be free of harassment and discrimination on the basis of gender, colour, race, religion, national origin, sexual orientation, disability or gender identity.
- e) **Freedom of Association**
Suppliers shall comply with applicable laws that recognise and respect the rights of employees to freedom of association and collective bargaining.

2. Health and Safety

- a) **Occupational Safety**
The safety of employees, contractors and visitors will always be given priority. All hazardous substances, operations, activities etc. shall be assessed accordingly and appropriate control measures put in place to minimize risks to acceptable levels.
- b) **Employee Welfare**
Employees shall be provided with clean toilet facilities, shower facilities (where necessary), potable water and sanitary food preparation, storage and eating facilities.

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These areas shall be kept clean with adequate lighting and heating and at a comfortable noise level.

c) **Emergency Preparedness**

Due consideration shall be given in the workplace for potential emergencies. These may include, but are not limited to fire risk and chemical spill. Suitable evacuation procedures shall be in place along with fire detection, alarms and suppression and shall have a primary focus on the saving of life. Employees shall be suitable instructed and trained in emergency procedures.

d) **Health, Safety and Welfare Management**

The Health, Safety and Well-being of employees shall be properly managed with provisions in place for planned preventative maintenance of equipment, safeguarding of machinery, correct equipment selection and use and adequate training for all employees in their assigned tasks.

3. Environment

a) **Environmental Permits and Reporting**

All operation shall maintain correct environmental permits for their activities and observe all necessary reporting requirements.

b) **Pollution Prevention and Resource Reduction**

All operations shall be run in a way to minimise resource use and pollution formation. Systems shall be in place to monitor and manage this.

c) **Waste Minimisation**

Waste shall be minimised and any waste produced shall be reused or recycled in preference to being sent to landfill. Systems shall be in place to monitor and manage this.

d) **Water Utilisation**

Water usage shall be minimised. Systems shall be in place to monitor and manage this.

e) **Energy Consumption and Greenhouse Gas Emissions**

Energy Consumption and all relevant Scope 1 and Scope 2 Greenhouse Gas Emissions shall be tracked and documented. Systems shall be in place to monitor, manage and reduce these consumption and emissions.

4. Business Ethics

a) **Business Integrity**

Suppliers will avoid conflicts of interest and operate honestly and ethically in all their business dealings. Corruption, bribery, embezzlement or fraud will not be tolerated.

b) **Intellectual Property**

Intellectual Property Rights shall be fully respected.

c) **Responsible Sourcing of Minerals**

All minerals shall be responsibly sourced and due diligence must be carried out where this may lead to human rights abuses.