

# SUPPLIER CODE OF CONDUCT



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*At DOMO, we are strongly committed to an economic, socially responsible and sustainable production in all our activities.*

## I. INTRODUCTION

Our vision is to make a positive contribution to society by creating value for all our stakeholders. Our mission, **#caring is our formula**, is to develop polyamide solutions that help to change the world in a sustainable way. Our corporate values:

### *Curiosity, Care, Respect and Accountability*

guide us in achieving our ambitions and goals.

As a global organisation, we take our responsibility very seriously. At DOMO, we comply with all applicable laws and regulations of the respective legal systems in which we operate and therefore we also require our employees to act in accordance with the highest ethical and legal standards, which are embedded in our DOMO Code of Conduct. We also want to ensure that our products and services are produced within a supply chain that complies with international standards. In addition, we want an open dialogue about any situations that fail to meet our high standards.

We have therefore outlined our expectations to our suppliers and service providers around business ethics and integrity, working conditions, environment, and health and safety in the following "Supplier Code of Conduct".

We require that our suppliers and service providers adhere to this Supplier Code of Conduct and ensure the compliance of their own operations with all its applicable principles. We also expect that our suppliers and service providers communicate and encourage their own contractors and vendors to incorporate these principles into their business policies and practices. Therefore, this Supplier Code of Conduct becomes an integral and binding part of the business relationship between DOMO and our suppliers and service providers.

Before the start of our co-operation, we request our suppliers to answer our supplier questionnaire to have DOMO perform required due diligence procedures and comply with supplier due diligence obligations.

For the purposes of this Code, any references to DOMO shall mean DOMO Chemicals Holding NV and each of our affiliated companies, and any reference to our suppliers shall mean our suppliers and their affiliates.

*Our Supplier Code of Conduct becomes an integral and binding part of the business relationship between DOMO and our suppliers and service providers.*



*We expect our suppliers to act in full compliance with the applicable laws and regulations.*

## II. SCOPE OF AGREEMENT

We require that our suppliers worldwide adhere to our Supplier Code of Conduct and ensure the compliance of their own operations with all its applicable principles. We also expect that our suppliers communicate and encourage their own employees, contractors and vendors to incorporate these principles into their business policies and practices.

In order to ensure that the requirements of our Supplier Code of Conduct are consistently met and that conformance with the Code can be verified, we expect our suppliers to put in place appropriate management systems and business processes. Suppliers acknowledge that we may conduct monitoring visits or require third party audits to both evaluate adherence to this Code of Conduct and support continuous improvement.

## III. BUSINESS ETHICS

### Legal Requirements

We expect our suppliers to act in full compliance with the applicable laws and regulations. Our suppliers shall abide by all national, local and international laws relating to the management of their businesses.

### Anti-Trust and Fair Competition

Our suppliers shall compete fairly in accordance with all applicable anti-trust and competition laws.

### Intellectual Property Rights and Business Secrets

Our suppliers shall only make appropriate use of confidential information and ensure that all intellectual property rights and business secrets are respected.



### Subcontractors and Sub-suppliers

Our suppliers must be given approval by DOMO before subcontracting any part of the manufacturing process. Our approval is subject to acceptance by the subcontractors of our Supplier Code of Conduct and all other applicable conditions. The supplier shall implement measures and processes to screen subcontractors for involvement in terrorist activities and presence on publicly available financial sanctions lists before entering into a contract as a potential subcontractor.

### Conflict of Interests

Our suppliers shall take all necessary measures to avoid any conflict of interest. Should a situation arise that may present a conflict of interest between DOMO and our supplier, the supplier shall immediately inform DOMO and provide all relevant information so that DOMO can assess the situation. The supplier therefore warrants that they will not be involved in or influence any decision which can give rise to any actual or perceived conflict of interest.

### Anti-Bribery/Anti-Corruption

Our suppliers shall condemn and act against corruption in all its forms, including embezzlement, extortion and kickbacks. Our suppliers shall not offer any gifts, any form of hospitality, entertainment events or other benefits to DOMO employees that could improperly influence the DOMO employees. They shall have a zero-tolerance policy against all such practices.

No form of bribery may be offered or accepted.

### Whistleblowing

DOMO's suppliers shall be aware of the valid whistleblowing regulations and as far as they're applicable to them, implement a whistleblower hotline, where improper conduct can be reported to the company. The supplier therefore must ensure that whistleblowers can remain anonymous if legally allowed in their country and do not fear any sanctioning or disadvantage for acting in good faith. The supplier shall investigate any allegation and take corrective action if required.

### Responsible Sourcing

Our suppliers shall play their part in creating a safe and equal world by responsible sourcing of known conflict minerals named in the Conflict Minerals Report/Dodd-Frank-Act to avoid the financing of armed groups in conflict regions (e.g. Congo and its neighbouring states).

### Supply Chain Due Diligence

Our suppliers should be aware of their responsibilities and due diligence obligations along the whole supply chain and should take this into account when entering into contracts with new subcontractors and vendors. They shall carry out the necessary reviews and risk assessments, document them transparently, and support us in meeting our legal obligations under local supply chain legislation as far as it is applicable to them. The supplier shall also report to DOMO any potential risks or suspected breaches of requirements.

### Diversity and Economic Sustainability

Our suppliers are encouraged to engage with different types of suppliers through inclusive sourcing, to promote equal opportunities, to help foster economic and social development and to contribute to the sustainability and well-being of the communities where they operate.

## IV. HUMAN RIGHTS AND LABOUR

DOMO does not tolerate any form of slavery, forced labour or human trafficking within our business or our supply chain. DOMO strictly prohibits the use of child labour or any form of human rights abuse, in compliance with applicable local and international laws and regulations. We want to work with suppliers that view respecting human rights as a priority for everyone as a responsible member of our society. This includes but is not limited to the following:

### No Forced Labour

Our suppliers shall fight any form of forced or compulsory labour.

### No Child Labour

Our suppliers shall avoid any form of child labour. Suppliers shall not employ any worker under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, under the age of 14. Suppliers shall not allow any employees under the age of 18 to perform hazardous work.

### No Discrimination

Our suppliers shall have the highest standards for ensuring respect for the personal dignity, privacy and rights of each individual employed. Suppliers shall ensure that their employees are not discriminated against or harassed in any way.

### Freedom of Association

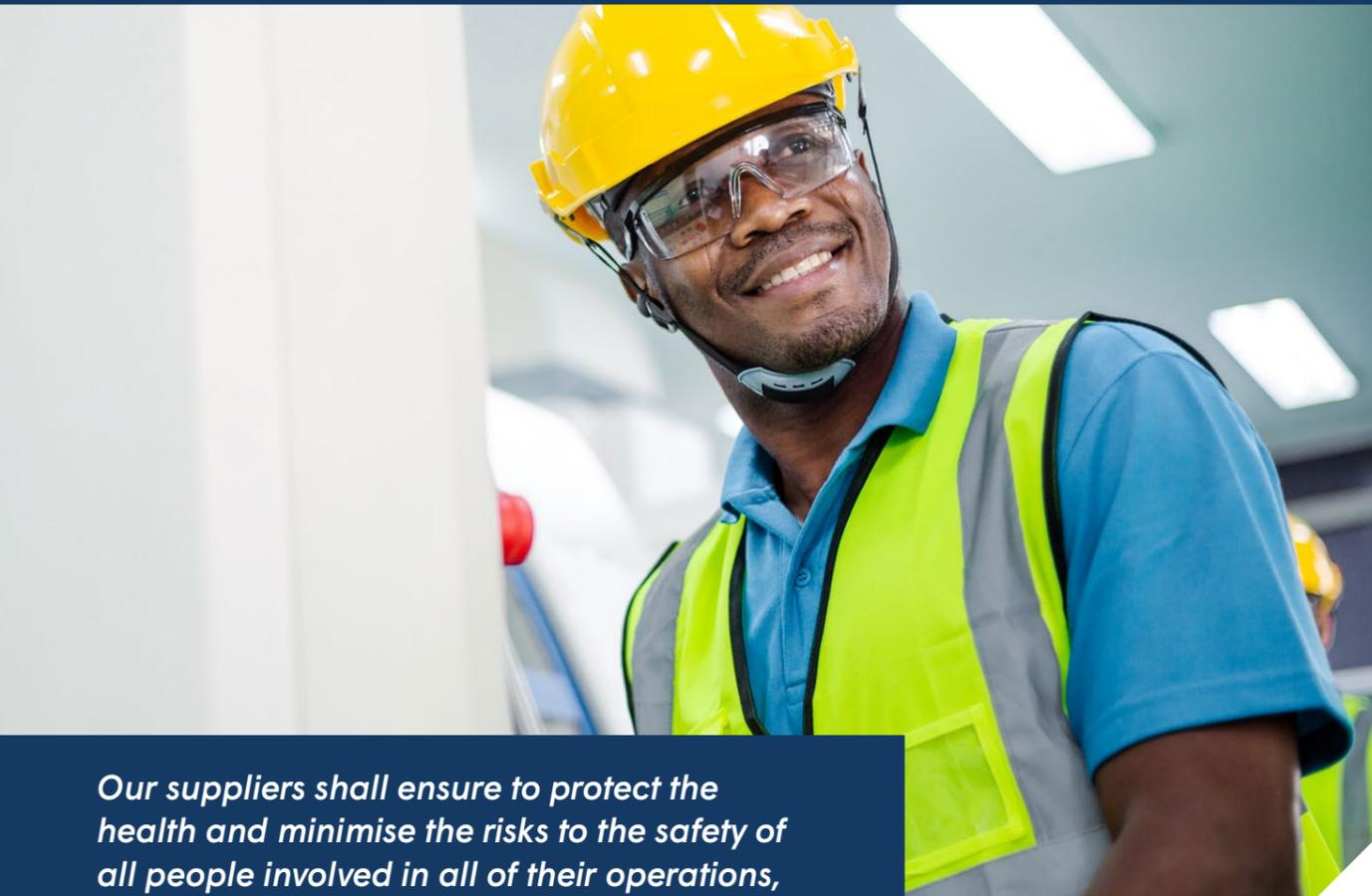
Our suppliers shall respect the freedom of association and prevent any violations in that respect.

### Adequate Wages and Working Hours

Our suppliers shall also ensure to pay adequate wages (including benefits) in line with practices in locally comparable industries and shall ensure that working hours are comparable with the requirements of the job and provide humane working conditions. Employees shall be given the opportunity to compensate overtime.



*We want to work with suppliers that view respecting human rights as a priority for everyone as a responsible member of our society.*



*Our suppliers shall ensure to protect the health and minimise the risks to the safety of all people involved in all of their operations, processes and services.*

## V. HEALTH AND SAFETY

Our suppliers shall ensure to protect the health and minimise the risks to the safety of all people involved in all of their operations, processes and services, including employees, subcontractors and any other individuals, as well as customers and the community. Suppliers must provide safe and healthy working environments and equal working conditions.

### Occupational Health and Safety

Our suppliers shall ensure safe working conditions, provide all appropriate personal protective workwear and, where possible, avoid hazardous environments for their employees.

### Emergency Concepts

Since accidents and unforeseen events can never be fully prevented, everyone needs to be prepared for emergency situations. Suppliers shall therefore have appropriate emergency and contingency plans in place and review these at regular intervals.

### Prevention of Occupational Injuries

Our suppliers shall implement measures to ensure employees' safety by providing regular training and performing safety checks and ensure that all employees have a general level of safety awareness.

## VI. ENVIRONMENT

DOMO acts and also expects our suppliers to act in accordance with the applicable statutory and international standards regarding environmental protection and sustainable procurement.

We expect all suppliers to minimize the impact on the environment when operating and supplying their products and services. This includes but is not limited to the following:

### Minimize Environmental Impact

Our suppliers are encouraged to manage, measure and minimize the environmental impact of their production and transportation, including reductions in air emissions, waste, spills, energy and water consumption. They shall therefore strive for alternative and climate-friendly solutions in order to reduce emissions and become climate neutral.

### Environmental Compliance

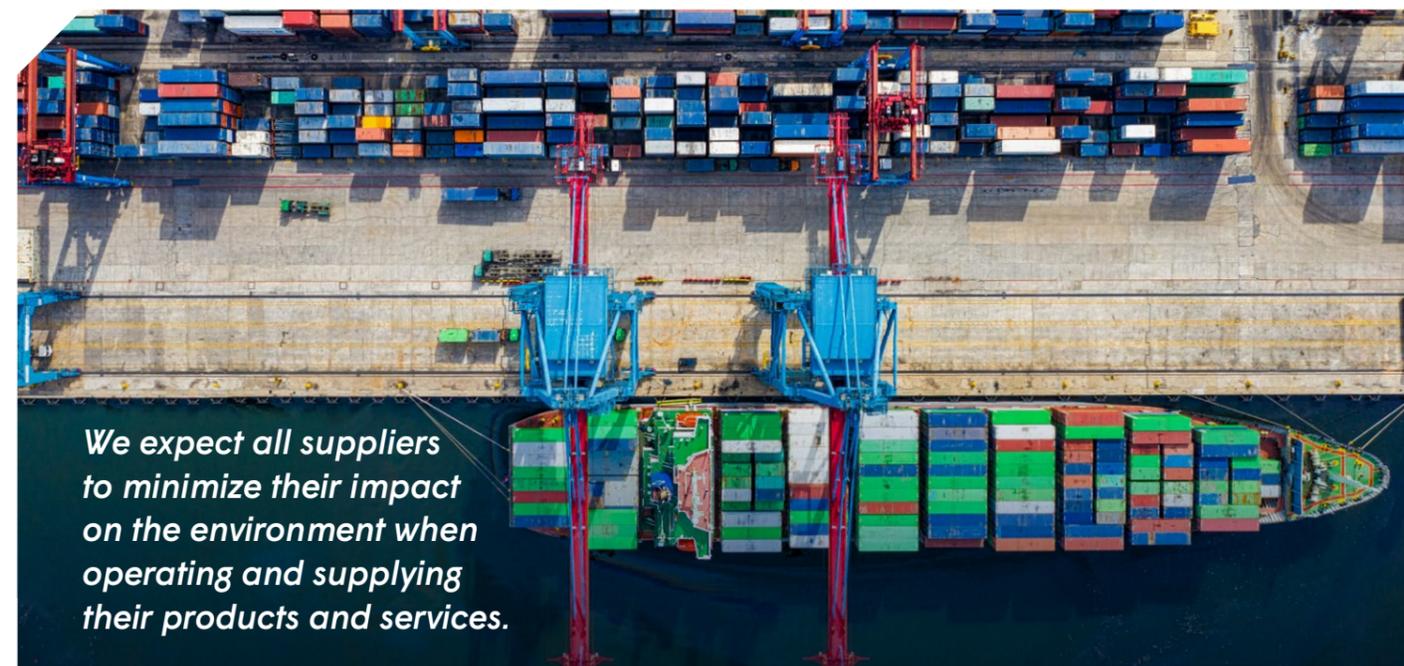
Our suppliers shall comply with all local regulations and international standards.

### Recycling

Our suppliers are expected to roll out initiatives to develop and promote the use of renewable resources if possible. Suppliers are encouraged to promote appropriate environmental and social considerations within the entire life cycle of their processes, technologies, product packaging and logistics.

### Conflict minerals

Suppliers should be aware of their responsibilities and due diligence obligations along the supply chain and take this into account especially when dealing with known conflict minerals. Smelters and mines without adequate, audited due diligence processes, should be avoided.



*We expect all suppliers to minimize their impact on the environment when operating and supplying their products and services.*

## VII. THIRD PARTY COMPLIANCE AND MONITORING

To ensure that the requirements of our Supplier Code of Conduct are consistently met and in order to prove that suppliers are complying with the Code, we expect our suppliers to:

- Allocate sufficient resources and put in place appropriate management systems and business processes
- Cascade requirements and obligations to subcontractors and vendors, collaboration partners, agents and their employees
- Monitor third party compliance
- Immediately report any (suspicion of) breach of requirements
- Maintain proper documentary evidence that allows to demonstrate conformity with these expectations as well as compliance with any applicable regulation
- Assist with clarifying facts and background circumstances and support DOMO in investigating suspicious situations

Our suppliers acknowledge that we may conduct monitoring visits or require third party audits to verify adherence to this Supplier Code of Conduct and to support continuous improvement.



## VIII. VIOLATIONS

DOMO reserves the right to terminate business relationships with any supplier that violates this Supplier Code of Conduct or whose suppliers or sub-contractors violate this Code of Conduct and the requirements stated herein.

Before termination DOMO shall inform the supplier about the suspected breach and shall request additional information and a statement from the supplier on the suspicion of a breach. The supplier has to respond in the short term and has to provide all necessary information to enable DOMO to investigate the alleged violation.

In case of non-cooperation or any reasonable doubt, DOMO will terminate the business relationship immediately.

## IX. ACKNOWLEDGEMENT AND CONSENT

By signing this document, the supplier acknowledges having read and understood the requirements and commits to act responsibly and to adhere to the principles/requirements listed above.

The supplier shall explain the contents to their employees, agents, suppliers, subcontractors and service providers in a comprehensible manner and shall take all necessary precautions for the implementation of the requirements needed.

Place, Date

\_\_\_\_\_

Signature/Function

\_\_\_\_\_



## **DOMO CHEMICALS**

DOMO Chemicals is a leading engineering materials company and highly integrated solution provider committed to the sustainable future of polyamides.

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**DOMO** caring  
is our formula

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