

Supplier Code of Conduct Polykemi Group

POLYKEMI GROUP

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Our Code of Conduct

At Polykemi Group, a family-owned business with a long tradition of innovation and quality since 1968, we take pride in building a sustainable and responsible future. We believe that strong, long-term relationships, built on trust and shared values, are the foundation of our success.

Our suppliers are vital partners in this journey. We seek collaborations with those who uphold high standards in human rights, environmental responsibility, and business ethics while also being commercially competitive and development-driven. Innovation, competitive pricing and adaptability are essential to ensuring mutual growth and creating value for both parties.

Together, we can drive progress, build stability, and deliver high-quality solutions that create long-term value and meet the demands of a rapidly changing world.

Thank you for being part of this journey and for your dedication to meeting these high standards.



Ola Hugoson,
Managing Director



Business Values

With us, you'll be part of a business that constantly seeks to be better; better as an innovator, a supplier and as a workplace. We work resolutely under a concept we call "Golden Globe" – a strategy that includes goals and approaches that will lead us toward greater success. The determination to constantly improve characterizes our entire business.

We achieve our ambition of improving as individuals and as a company by living up to our five business values of professionalism, responsibility, interactivity, respect and honesty on a daily basis.



Professionalism

We always look to the best interests of the customer. Also, we are always cost-conscious concerning the company's common resources.



Responsibility

We take responsibility and trust our colleagues to do so too. Delegating responsibility is as natural as having the room to stretch your wings in new situations.



Respect

We show respect for each other, for the company and its strategies. In this way, we achieve our shared goals. We naturally assume everyone means well, wants to grow and seeks success for the company.



Interactivity

We strive to interact with each other, our customers and suppliers in the best possible way. We see the big picture, are down-to-earth and speak up when necessary.



Honesty

We are honest, speak up when necessary and are ready to reconsider decisions. We are attentive and constructive without beating around the bush.

Supplier Code of Conduct

As an independent, family-owned company, the Polykemi Group has been manufacturing customer adapted plastic compounds since 1968. With development and production sites in Europe, Asia, and America, we are globally positioned to deliver consistently high-quality products to customers worldwide.

Our business is guided by our Business Values which provide an ethical framework, serve as a vision and motivation, and act as a benchmark for decisions made by all levels of the organization.

Through this Code of Conduct, we outline these values for Polykemi Group's suppliers of raw materials, goods, and services, expecting them to uphold the same ethical standards. We specifically expect them to respect human rights, comply with applicable national legislation, and protect the environment.



Basic rights

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Our company brings together individuals from diverse cultural backgrounds, each contributing unique perspectives and skills to ensure effective collaboration. This rich diversity, alongside our strong relationships with global customers, suppliers, and organizations, is essential to our economic success. We are guided by a collective commitment to integrity and responsible behavior. Our suppliers are integral to upholding these values both today and, in the future, as they continue to support us with their daily work. The supplier is committed to promoting diversity, equality, and inclusion in all areas of their operations.

Laws and ethics

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The supplier commits to adhering to the applicable laws and relevant regulations of the countries where we operate in all business actions and decisions. It shall treat its business partners fairly and honor contracts, while taking into account changes in the framework conditions.

3 Human rights

The supplier respects and supports the observance of internationally recognized human rights. In particular, it respects the personal dignity, privacy and personal rights of each individual. Unacceptable treatment of colleagues or employees, such as psychological harshness, sexual and personal harassment or discrimination will not be tolerated. This includes any behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

4 Forced & Child Labor

The supplier rejects any form of forced labor. The supplier further undertakes to comply with the applicable national regulations concerning child labor.



5 Discrimination

The supplier strongly opposes any form of discrimination, in accordance with applicable laws and human rights. This includes discrimination based on gender, race, disability, ethnic or cultural background, religion or beliefs, age, or sexual orientation.

Health and safety

The supplier ensures occupational safety and health protection at the workplace within the framework of national regulations and legislations. Continuous development is supported to improve the working environment.



Working conditions and ethical recruitment

The supplier agrees to adhere to both local and international standards regarding wages and social benefits. Additionally, they will comply with relevant local and international regulations concerning working hours. The supplier is committed to offering flexible working hours to support the well-being of its employees. Furthermore, the supplier pledges to recruit new employees in a fair, transparent manner, in full compliance with international labor standards.

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Contractual freedom

The Supplier shall respect the right to freedom of association of all employees within the framework of the respective applicable rights and laws.

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Rights of indigenous peoples

The supplier undertakes not to carry out any unlawful evictions and will never unlawfully seize land, forests, or water through acquisition, construction, or other uses. The supplier will respect the rights of indigenous peoples in all projects. Additionally, the supplier will protect biodiversity and ensure land use complies with environmental protection laws, aiming to preserve and, where possible, improve soil quality. Deforestation will not be tolerated.



Corruption

When interacting with business partners (such as customers and suppliers) and governmental entities, the company's interests and the personal interests of employees on both sides are strictly kept separate. Decisions and actions, including purchasing choices, are made without any external influences or personal interests. The supplier's management and employees are prohibited from offering, promising, requesting, granting, or accepting any gifts, payments, invitations, or services in business transactions that could improperly influence a business relationship or threaten the professional independence of the partner. This does not apply to gifts and invitations that are customary in terms of hospitality, tradition, and politeness. The supplier is expected to comply with relevant anti-corruption laws.

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Fair competition and non-disclosure

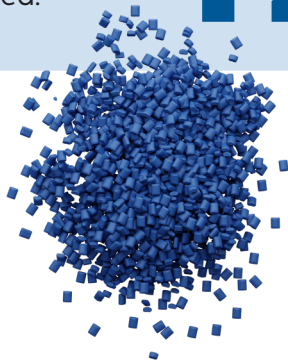
The supplier commits to fair competition and will comply with applicable laws, including antitrust and competition regulations. It will avoid any agreements or activities that manipulate prices, allocate sales territories, or hinder open competition. The supplier will respect both internal and external trade secrets and confidential information, ensuring it is not shared without explicit permission. Only publicly available information is exempt. The supplier will also protect privacy, personal data, and business information, adhering to legal standards and maintaining adequate data security measures.

Intellectual property

The supplier protects the intellectual property, proprietary know-how and developments of its customers as well as its own. Access to this information is strictly protected from unauthorized access and only granted for defined and legitimate purposes. This practice is the basis of our economic success as well as that of our business partners and customers. Therefore, the use of plagiarized or counterfeit materials is also prohibited for our suppliers. Intellectual property will never be used or published without authorization.

Patents, copyrights and protected trademarks are respected.

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Responsible procurement of raw materials

The supplier will prioritize environmental protection at all operating sites and use natural resources responsibly. The supplier commits to reusing and recycling resources whenever possible and will promote energy efficiency and the use of renewable energy when feasible and economically viable. The supplier undertakes to contribute to a high air and water quality. Water pollution from wastewater or other contaminants shall be contained or, at best, avoided by using the best possible technology and improving production concepts. Its entire water management is committed to the goals of resource conservation, sustainability and environmental protection.

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Financial responsibility

The Supplier shall maintain its business books and financial accounting with the highest degree of accuracy, completeness and transparency. Compliance with national and international accounting regulations as well as disclosure requirements shall be ensured, with records providing a reliable basis for the preparation of financial statements.



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Export controls and economic sanctions

The supplier operates in compliance with the criteria for export controls and in compliance with existing economic sanctions to ensure safe trade. Trade outside these regulations is rejected.

Whistleblowing and protection against retaliation

The supplier agrees to implement a system for reporting violations of these conduct guidelines. This system must ensure anonymity and prioritize the protection of whistleblowers and those impacted. We have a zero-tolerance policy for any pressure or discrimination against whistleblowers. Furthermore, the principle of presumption of innocence will apply to the individual involved until proven guilty of a violation.

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Obligation along the supply chain

The supplier agrees to ensure that its own suppliers define, implement, and comply with similar standards, and to enforce these requirements throughout the supply chain. Polykemi will require the supplier and its subcontractors to adhere to this Code of Conduct and related policies, or equivalent standards, even if they exceed legal requirements. Upon request, a supplier shall verify that the supplier and its subcontractors are in compliance with the Code of Conduct.

