

## **Supplier Code of Conduct**

Styrenix is committed to operating as a responsible company and complying with all relevant local, national, and international laws. Our mission is to be a leader in our industry, to operate without compromise to health, safety or the environment and to advance sustainability in society and maintain the highest ethical standards.

As one of the leading Company in manufacturing of polymers, we acknowledge that long-term sustainable development is critical to our success, and we value our relationship with suppliers who share the same approach and vision towards doing business.

In line with our commitment, we have developed a supplier code of conduct, which is an extension of our values. Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations
- Endorsing highest standards of economic, social, ethical and environmental practices
- Identifying and moderating risks associated with our procurement process.
- communicating the policy with stakeholders (internal and external) and raising awareness among our suppliers

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

### **1. ENVIRONMENTAL PROTECTION:**

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction.
- Undertake initiatives to promote greater environmental responsibility such as:
  - Responsible waste management and disposal
  - Reduction of greenhouse gas and other emissions harmful to the environment
  - Conservation of non-renewable natural resources
  - Safe handling of materials and products, Suppliers shall have systems in place to ensure the safe handling, use, storage, transport, and disposal of materials and products.

### **2. ETHICS AND FAIR BUSINESS PRACTICES:**

- Adhere to all relevant domestic and international laws regarding ethical business practices.
- Demonstrate existence of procedures to prevent:
  - Money laundering
  - Fraud, bribery, corruption
  - Conflicts of interest
  - Confidentiality
- Intellectual property, data protection and confidentiality
  - Suppliers will neither use, nor misappropriate, nor disseminate the intellectual property of Styrenix in any manner inconsistent with the particular engagement as a supplier to Styrenix. The Supplier shall implement the necessary security controls and precautions to protect any data against unauthorized accidental loss, destruction, damage, alteration or disclosure

- Accountability and Transparency
  - We expect suppliers to prepare and maintain accounts of business dealings fairly, accurately and in accordance with accounting and financial reporting standards which represent the generally accepted guidelines, principles, standards, laws and regulations of the country of operation.

### **3. LABOUR PRACTICES AND HUMAN RIGHTS:**

- Comply with all applicable laws
- Prohibit slavery and the use of forced, bonded, or child labour across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.
  - No discrimination in their hiring and employment practices based on race, colour, gender, age, nationality, religion, sexual orientation, marital status, citizenship, disability, veteran status, medical condition etc.

### **4. QUALITY FOCUSED:**

Ensuring quality and adherence to manufacturing and product standard is of prime importance to us.

We expect our suppliers: -

- To establish quality objectives, policies, manual, procedures and have in place a certified Quality Management System by competent authority like ISO.
- Should comply with local regulations, registrations, have trainings, management reviews and internal audits to ensure that the Quality Management System is effective
- To give utmost importance to equipment design, installation, maintenance and ensure validation/verification of the same.
- To have in place established manufacturing and packaging operations with proper maintenance of records along with process controls and finish product release program
- To have in place established practices for storage, handling and transportation of raw material and to maximize the risk prevention measures through good warehousing practices and proper handling of rejected item.

We understand that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable.