

Chemitex Ethical Charter with its Suppliers

This charter is the framework for lasting, mutually fruitful relations between Chemitex and its suppliers. It guides us in our daily purchasing decisions. It is binding for us and all of our partners.

This Charter defines the basic principles for what we expect from our Suppliers, Contractors and their Subcontractors, Services Providers and contract Manufacturers and anyone else who provides a product or service to us.

Our cooperation with them is based on mutual trust and respect.

We select Suppliers on the basis of the merits of their products, services and business practices.

We respect all the different cultures and do not accept discrimination.

We encourage respect for human rights and expect the workforce to be fairly respected.

We value differences and diversity.

We embrace our responsibilities towards the environment.

Our decisions are subject to competitive bidding processes and our evaluations are based on defined objective quality criteria.

In case of proved violation of law or basic international principles related to labor standards, environmental protection or ethical business practice and this ethical Charter, we may terminate the business relationship.

Based on these fundamental principles, we require:

- All products sold by Chemitex are made in a way that respects human dignity and people's safety.
- Our employees to be proud of and stand by this commitment.
- Our shareholders, through this commitment, to be reassured by the construction of a durable venture and in the transmission of the values they support.
- Our suppliers to implement, as a minimum, current local social legislation and to progress with us in compliance with international employment law regulations.

We are convinced that it is essential to regularly measure, by means of social and environmental audits, the economic, social and environmental circumstances of our partner companies.

Our suppliers undertake to accept these principles and to fully comply with current regulations in their home countries.

We will carry out specific checks on the following minimum standards which we expect from our suppliers to be firmly observed:

➤ **The respect of the environment in order to continuously reduce the environmental impact of operations :**

We refuse to work with suppliers if:

- All the hazardous substances are not appropriately stored.
- Any waste and in particular hazardous waste are not processed in a responsible manner: recycling, destruction, and reprocessing with entitled plant.
- All the chemical waste is not treated in an environmental safe manner: toxic substances which may be harmful to environment must be disposed in compliance with any applicable laws and regulations prohibiting or restricting the use or handling of specific substances.
- The quality of the air, the land and the water is not preserved. We will check if the gas emissions (CO₂, CH₄, HFC, PFC, SF₆, N₂O) and the substances spilled into air, land and water are controlled.
- They are not aiming at constantly improving energy efficiency in all production processes.
- They are not assure that their employees respect these basic principles.

➤ **Working conditions:**

Suppliers must treat all staff members with respect and dignity and provide them with a safe and healthy working environment. They must comply with all applicable laws regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection and electrical, mechanical and structural safety.

At a minimum, they must provide potable drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire emergency exits, essential life safety equipment, emergency aid kits and access to medical care.

➤ **Forced labor:**

We refuse to work with suppliers who practice forced or slave labor in their production units.

This includes: retaining identity documents or personal values, withholding payment etc....

All employees must be provided with a written understandable and legally binding labor contract.

➤ **Harassment, disciplinary practices and inhumane treatment:**

We refuse to work with suppliers who practice moral or physical harassment or physical cruelty in their production units.

We tolerate no harsh or inhumane treatment, sexual or other harassments and verbal abuses or any other forms of intimidation towards employees.

➤ **Health and safety:**

We refuse to let our suppliers put the lives of their employees in danger, either:

- Individually, at their workstations or with their production tools.
- collectively, by not complying with current strict safety measures: emergency exits, fire safety, evacuation, alarms, etc...

Safe and healthy working conditions are to be granted for all staff in accordance with applicable law and other relevant industry standards including protection against fire, accidents and toxic substances.

➤ **Salaries and overtime:**

We require our supplier's employees to be paid for the hours they have worked and want their salaries to be maintained in the event of absence for holiday, maternity or sick leave, in accordance with the current local legislation.

Overtime is to be voluntary and must be compensated.

A decent payment is to be made regularly and in a timely manner.

Child labour:

We refuse to work with suppliers:

- Who employ or exploit children. The suppliers must comply with the national minimum age for admission to employment or work in any occupation and should not be less than the age for completing compulsory schooling and, in any case, not be inferior to 15 years old; If however, the local legal minimum age is set at 14 years of age in accordance with ILO convention 138 developing country exceptions, this lower age may apply.
- Who employ young workers under 18 years at night, or in conditions which could jeopardize their health, their safety or their moral integrity,

and/or which could harm their physical, mental, spiritual, moral or social development.

➤ **Discrimination:**

- We refuse to work with suppliers who engage in, support or tolerate discrimination in employment. No form of discrimination shall be tolerated whether in terms of hiring, promotion, disciplinary measures and retirement, based on gender, age religion, marital status, race or caste, diseases, pregnancy, ethnicity, nationality membership in worker organizations, political affiliations, sexual orientation or any personal characteristics.
- We are convinced that our Suppliers shall base all terms and conditions of employment on an individual's ability, not on the basis of personal characteristics or beliefs.

➤ **Grievance process:**

Any reports or complaints of mistreatment, unfair or inappropriate behavior towards a staff member are to be investigated and resolved through fair and transparent grievance processes which are accessible to them.

➤ **Freedom of association:**

- Workers have the right to join or form trade unions of their own choosing and to bargain collectively, without prior authorization from suppliers' management. Suppliers shall not interfere with, obstruct or prevent such legitimate activities.
- Where law prohibits this right, the employer shall support parallel means for independent and free association and bargaining.

Suppliers must assure that all their employees follow this ethical Charter.

We shall have the right to directly or indirectly monitor suppliers' compliance with this ethic Charter, including the right to conduct unannounced inspection of the supplier's facilities and records.

If during an audit:

- We observe the following critical circumstances: lack for respect of environment, forced labor, discrimination, physical cruelty, harassment and/or child labor, we will suspend our business relations.
- We detect non-compliance in terms of health and safety in the workplace, or freedom of association or treatment of salaries and overtime, we will undertake a corrective program with the supplier, and will carry out a follow-up audit the following year.

In the event there is not strong and proven willingness on the part of the supplier to remedy such breaches within an acceptable time frame, we reserve the right to terminate forthwith the relationship.