

D&R Dispersions and Resins Sp. z o.o.

Supplier Code of Conduct

1. Commitment to Sustainability and Ethical Business Practices

D&R Dispersions and Resins Sp. z o.o. is committed to conducting its business responsibly, adhering to environmental, social, and governance (ESG) principles. D&R expects its suppliers to support these commitments by following this Code of Conduct, which outlines our standards for sustainable and ethical practices.

2. Environmental Responsibility

Suppliers are expected to:

- **Reduce Environmental Impact:** Implement measures to minimize energy consumption, GHG emissions, and waste, promoting practices such as recycling, waste reduction, and use of renewable energy sources.
- **Resource Efficiency:** Promote efficient use of resources, including materials and water, and work toward adopting circular economy principles.
- **Biodiversity Conservation:** Minimize negative impacts on biodiversity, especially in regions of high ecological value, by following best practices and environmental standards.
- **Compliance with Environmental Standards:** Adhere to relevant environmental laws and standards, including ISO 14001.

3. Labor Practices and Human Rights

Suppliers are required to respect and protect the human rights of all workers by adhering to the following principles:

- **Prohibition of Child Labor:** Suppliers must not employ anyone below the minimum working age as defined by local and international laws.
- **No Forced Labor:** All work must be voluntary, and employees should have the freedom to terminate employment at any time.
- **Anti-Discrimination and Anti-Harassment:** Suppliers should promote a workplace free from discrimination, harassment, and abuse, ensuring equal opportunity for all individuals.

- **Health and Safety:** Suppliers must provide a safe and healthy working environment, implementing precautionary measures to prevent work-related injuries and illnesses.
- **Freedom of Association:** Suppliers should respect the rights of employees to form and join trade unions and to bargain collectively.

4. Ethical Business Practices

To prevent corruption and ensure ethical conduct, D&R requires suppliers to:

- **Anti-Corruption and Anti-Bribery Compliance:** Maintain a zero-tolerance approach to corruption, bribery, and any form of unethical conduct in business practices.
- **Incorporating ESG Factors in Supply Chains:** Considering environmental, social, and governance factors when sourcing materials and services.

5. Commitment to Continuous Improvement

Suppliers should strive to:

- **Develop and Improve Sustainable Practices:** Set goals for continuous improvement in areas of labor practices, human rights, environmental impact, and ethical conduct.
- **Periodic Training and Development:** Ensure that employees are educated on sustainable practices, human rights standards, and compliance with anti-bribery measures.

6. Violations and Corrective Actions

In the event of any breach of this Code, D&R reserves the right to work with the supplier on corrective actions or, if necessary, terminate the relationship.