



Group Policies
Supplier Code of Conduct

In the Group Polynt (hereafter “Group”) are committed to building a better future and playing a leading role in the new era of sustainable chemistry. As a leader in Composites and Intermediates production, we attach great importance to sustainability, which is an integral part of our business practices. In our business, we are able to combine economic success, social responsibility and environmental protection and enable our customers to meet the current and future needs of society.

We are committed to combining our skills with the skills of our suppliers in order to make the most of the opportunities offered by sustainable development and we require our suppliers and their suppliers and subcontractors to fully comply with current regulations and adhere to internationally recognized standards for ESG standards - environmental, social and governance.

We especially ask you, as a supplier, to incorporate, observe and implement the following ESG standards:

ENVIRONMENTAL

- Efficient use of resources, use of efficient and environmentally friendly technologies, reduction of waste and emissions into the air, water and soil.
- Protection of safety and the environment in the development, production, transport, use and disposal of your products.
- Compliance with all applicable environmental, health and safety regulations.
- Protection of the life and health of your employees and neighbors, as well as third parties in general, from all risks inherent in your production processes and products.
- Minimizing the impact on biodiversity, climate change and scarcity of water resources.
- Conflict minerals: you only use raw materials from sources that ensure that these are not conflict minerals and keep track of your “supply chain”, analyzing risks and complying with the “due diligence” guidelines established by the OECD.

SOCIAL

- Respect for freedom of association and the right to collective bargaining.
- Is not tolerated forced labor, child labor, modern slavery and discrimination in the workplace.
- Implementation of the protection of internationally recognized human rights, including the minimum wage and working hours.
- Not discriminate in any condition of employment, such as on the basis of race, skin color, gender, religion, age, disability or etc.

GOVERNANCE

- Conduct their businesses ethically and strictly in compliance with the relevant laws.
- Fight against all forms of corruption and commitment to ensure that personal relationships do not affect company activities.
- Compliance with all applicable national and international laws on antitrust and trade regulation.
- Refraining from any money laundering activity
- Keep accurate business and financial records of all transactions related to their business with the Company and ready to provide such documentation upon request.
- Must protect the Company’s confidential information.

Our relationships with you are based on trust and mutual respect and you can demonstrate your adherence to these principles by also complying with your code of conduct or company policies that include these standards. However, the Group may ask you to verify compliance with the aforementioned ESG standards using one of the following methods and to take any necessary corrective measures:

- Self-Assessment: we may ask you to complete an ESG compliance questionnaire.
- Third Party Assessment: we may ask third parties (e.g. a data provider) for telematic information regarding your compliance with ESG standards.
- Certifications / Declarations: we may ask you to provide a certification or a declaration confirming compliance with ESG standards.
- On-site Audit: we, or a third party appointed by us, may contact you and ask for your authorization to verify compliance with ESG standards on site.

In the event that a supplier breaches any provision of the Supplier Code of Conduct, the Group may issue a warning letter and halt or cancel further transactions with the said supplier.

Respecting the principles of sustainable development in our Business is important and you are part of our production cycle. For this reason, we need your commitment.

You can find this document also on the website at the following link: <https://www.polynt.com/sustainability/>

Scanzorosciate, January 9th, 2023

