

Supplier Code of Conduct

The Nexam Chemical Group (NEXAM) has specific expectations of the conduct of suppliers and business partners. In general, NEXAM's supplier Code of Conduct is in full alignment with NEXAM's Corporate Social Responsibility Policy and by extension the United Nations Global Compact.

Suppliers and business partners are expected to understand and act in a consistent manner with NEXAM's Code of Conduct and must always remain fully compliant with all applicable local, national, and international laws and regulations.

The NEXAM Code of Conduct is split into five main categories, as detailed below;

- Human Rights
- Labour
- Health and Safety
- Environment
- Anti-Corruption

NEXAM have expectations that suppliers will self-audit against these principles. However, NEXAM retain the right to inspect and audit any of their suppliers with due notice to be given. NEXAM expects that its suppliers will cascade similar expectations through their own supply chains.

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human right, and
2. Make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
4. The elimination of all forms of forced and compulsory labour,
5. The effective abolition of child labour, and
6. The elimination of discrimination in respect of employment and occupation.

Health and Safety

7. The safety of employees, contractors and visitors will always be given priority. All hazardous substances, operations, activities etc. shall be assessed accordingly and appropriate control measures put in place to minimize risks to acceptable levels,

8. Employees shall be provided with clean toilet facilities, shower facilities (where necessary), potable water and sanitary food preparation, storage and eating facilities. These areas shall be kept clean with adequate lighting and heating and at a comfortable noise level,
9. Due consideration shall be given in the workplace for potential emergencies. These may include, but are not limited to, fire risk and chemical spill. Suitable evacuation procedures shall be in place along with fire detection, alarms and suppression and shall have a primary focus on the saving of life. Employees shall be suitable instructed and trained in emergency procedures, and
10. The Health, Safety and Well-being of employees shall be properly managed with provisions in place for planned preventative maintenance of equipment, safeguarding of machinery, correct equipment selection and use and adequate training for all employees in their assigned tasks.

Environment

11. Businesses should support a precautionary approach to environmental challenges,
12. Undertake initiatives to promote greater environmental responsibility, and
13. Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

14. Businesses should work against corruption in all its forms, including extortion and bribery.