



ARKEMA

**CODE OF CONDUCT
FOR ARKEMA SUPPLIERS**

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FOREWORD

The Arkema Group (hereinafter “Arkema”) is committed to being exemplary in terms of sustainable development and strives to offer sustainable and innovative solutions to its customers that contribute to the United Nations Sustainable Development Goals (SDG).

Arkema’s approach to corporate social responsibility is based on strong values that are shared by everyone internally. Arkema adheres to the Responsible Care® Global Charter, the chemical industry’s initiative to improve the protection of health and safety of people, and that of the environment, and is also a signatory to the United Nations Global Compact.

By joining Together for Sustainability, an initiative driven by several chemical manufacturers, Arkema strengthened its supplier qualification processes by integrating CSR assessments and audits in its selection criteria. In doing so, Arkema intends to promote a responsible conduct of its suppliers while guaranteeing them an equitable selection process.*

This Code of Conduct for Arkema Suppliers (hereinafter the “Code”) outlines the basic and minimum standards of conduct expected from suppliers and sub-contractors (hereinafter the “Suppliers”) working with Arkema.

Arkema Suppliers are therefore required to (i) respect and ensure that their own suppliers and sub-contractors respect the principles outlined in this Code, and (ii) accept being assessed and/or audited in the scope of the Together for Sustainability program.

* For more information on the Together for Sustainability (TFS) program, please visit the website: <https://tfs-initiative.com/>



1. HUMAN RIGHTS AND LABOUR STANDARDS

Committed to the respect of Human rights and fundamental freedoms as defined in the United Nations Universal Declaration of Human Rights, Arkema requires its Suppliers to comply with all internationally recognised standards and applicable national regulations and laws in this field, and namely:

1.1 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Arkema requires its Suppliers to respect the rights of their employees to freely associate and bargain collectively, in accordance with applicable laws and regulations.

1.2 CHILD LABOUR AND FORCED LABOUR

Arkema requires its Suppliers to comply with the labour laws of the countries in which they operate.

Arkema Suppliers undertake not to use child, forced, bonded or involuntary prison labour, as well as not to withhold their employees' personal documents. Arkema Suppliers must certify that the products supplied have not been mined, produced or manufactured, in whole or in part, using any form of forced or child labour.

1.3 NON-DISCRIMINATION

Arkema requires its Suppliers to (i) encourage diversity, (ii) adopt a zero-tolerance policy towards discrimination against their employees based on personal characteristics such as ethnic origin, gender, skin colour, nationality, sexual orientation, age, religion, political opinions, illness or disabilities, or any other personal characteristic protected by Law, and (iii) offer equal opportunities.

1.4 HEALTH AND SAFETY IN THE WORKPLACE

Arkema requires its Suppliers to (i) comply with all applicable regulations and laws to ensure a safe and healthy workplace for their employees, (ii) set up procedures to identify the risks of accident or occupational diseases, and (iii) take the necessary measures in order to prevent these risks.

1.5 PROTECTION FROM HARASSMENT AND VIOLENCE IN THE WORKPLACE

Arkema requires its Suppliers to treat all their employees with dignity and respect and to protect them from all forms of exploitation, abuse, sexual or moral harassment and violence in whatever form in the workplace.

1.6 DECENT SALARIES

Arkema requires its Suppliers to pay salaries offering decent living conditions with regard to the local standard of living and labour market.

1.7 PERSONAL DATA AND PRIVACY

Arkema requires its Suppliers to protect their employees' and their business partners' employees' personal data and respect their privacy.

1.8 RESPECTING LOCAL COMMUNITIES

Arkema requires its Suppliers to develop relationships of trust and respect with populations located near their sites.

2. HEALTH, SAFETY AND ENVIRONMENT

Controlling health, safety and environmental risks is amongst Arkema's priorities. Arkema requires its Suppliers to act likewise:

2.1 RESPECT FOR THE ENVIRONMENT

Suppliers must comply with internationally recognised standards and applicable national regulations and laws regarding the protection of the environment. Arkema requires its Suppliers to take the necessary measures to prevent, assess, mitigate and avoid the risks and impacts of their business activities on the environment, particularly in terms of air, water and soil pollution, global warming and biodiversity. Suppliers must also manage waste, energy, water resources, non-renewable resources in a responsible manner and promote circular economy in their value chain.

2.2 QUALITY AND SAFETY OF PRODUCTS AND SERVICES

Suppliers must ensure that the products and services they supply comply with all applicable quality, safety and environmental rules and standards. No substance (i) prohibited by applicable laws and regulations in the countries where they carry out their business activities and/or (ii) which present a serious risk for human health or the environment must be included in their products and services. Arkema also asks its Suppliers to communicate on their products and services in accordance with regulatory requirements and in a clear and precise manner with regard to quality, safety, health and environment.



3. ETHICS, INTEGRITY AND COMPLIANCE

Arkema considers business ethics and integrity as being of the highest importance and as such, requires its Suppliers to comply with the following principles:

3.1 COMPLYING WITH COMPETITION LAWS

Suppliers must perform their business activities in accordance with the relevant competition laws and regulations in the countries where they operate.

3.2 FIGHTING BRIBERY AND CORRUPTION

Suppliers must comply with:

- all national and international laws and regulations relating to the fight against bribery, corruption, influence peddling, fraud and money laundering;
- the provisions of the *Arkema Anti-Corruption Policy*, which can be found on the website www.arkema.com.

When dealing with public or private entities, Suppliers must not grant, solicit, offer or accept anything of value, directly or indirectly, for the purpose of gaining a business advantage, making sales of products to, acquiring or retaining any business with, or influencing any act or decision of Arkema or its employees.

3.3 PREVENTING CONFLICTS OF INTERESTS

Suppliers are expected to prevent and avoid any situation that may create a conflict of interest. They must disclose to Arkema any conflict between a personal interest of one of their employees and the interests of Arkema.

3.4 GIFTS AND HOSPITALITY

Suppliers must not offer to Arkema employees gifts or hospitality of more than modest value or that may influence any decision made by Arkema employees within the context of their business relationship.

3.5 COMPLYING WITH TRADE RESTRICTIONS

Suppliers must comply with international trade law and with applicable trade restrictions imposed by certain international organisations or countries. Suppliers are required to inform Arkema of any restriction that may be imposed on the export or re-export of the goods and services that they supply.

3.6 CONFIDENTIALITY

Suppliers must protect the confidential information disclosed by Arkema. Accordingly, they are prohibited from using or disclosing said information to third parties outside of the contractual framework set out with Arkema.

3.7 TRANSPARENCY AND HONESTY

Suppliers are expected to communicate clear and truthful information to their stakeholders and to Arkema within the framework of their business relationships.

4. VIOLATIONS OF THE CODE OF CONDUCT FOR ARKEMA SUPPLIERS

Arkema reserves the right to audit its Suppliers to ensure that this Code is being complied with, or, where there has been a violation of this Code, to ensure that the relevant corrective measures have been taken.

Suppliers are expected to cooperate with Arkema during such audits. These will be implemented according to terms and conditions to be agreed upon with Arkema.

In the event of serious and/or repeated failure of a Supplier to comply with this Code, Arkema reserves the right to end the business relationship or terminate any contract entered into with said Supplier without incurring any liability thereof and without prejudice to any damages that may be claimed by Arkema.

Arkema has set up a whistleblowing system that offers Arkema's stakeholders the opportunity to report non-compliances related to Arkema, which they are aware of. Any violation of this Code may therefore be reported to Arkema by sending an e-mail to alert@arkema.com.

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