

CODE OF CONDUCT FOR ARKEMA SUPPLIERS



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FOREWORD

Arkema strives towards being exemplary in terms of sustainable development. Arkema's policy with respect to corporate, social and environmental responsibility is based on strong values shared by all its employees.

Arkema has signed the Responsible Care® Global Charter, the chemical industry's voluntary health, safety, environment and sustainable development initiative and is a signatory to the United Nations Global Compact.

By joining the Chemicals sector-based initiative "Together for Sustainability" (TfS) Arkema thus guarantees to its Suppliers an equitable selection process.*

Arkema strengthened its qualification processes by integrating CSR assessments and audits in its selection criteria in order to promote the choice of committed and sustainable suppliers.

Arkema requests its Suppliers and sub-contractors (hereinafter the "Suppliers") to share the same principles which are outlined in this Code of Conduct (hereinafter the "Code"). Arkema also expects its suppliers to accept being assessed and/or audited in the scope of the TfS program.

**for more information about the « Together for Sustainability » (TfS) program, please visit the Internet site: <https://tfs-initiative.com/>*

1 HUMAN RIGHTS AND LABOR STANDARDS

Arkema requests its Suppliers to protect the rights of their employees and to comply with all relevant national regulations and laws regarding employment and industrial relations. In particular, Arkema requires that its Suppliers agree to the following:

1.1 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Arkema requests its Suppliers to respect the rights of employees to freely associate and bargain collectively, or refrain from doing so, in accordance with applicable national laws.

1.2 CHILD LABOUR AND FORCED LABOUR

Arkema Suppliers shall refrain from using child, forced, bonded or involuntary prison labour.

1.3 DISCRIMINATION

Arkema shall not tolerate any form of discrimination from its Suppliers based on personal characteristics such as national origin, gender, colour, race, nationality, sexual orientation, age, religion, political opinions, or against qualified individuals with disabilities.

1.4 HEALTH AND SAFETY

Arkema requests its Suppliers to comply with all applicable international standards, national regulations, and laws to ensure a safe and healthy workplace for its employees in order to prevent the risks of accidents or occupational diseases.

1.5 HARASSMENT AND VIOLENCE

Arkema requests its Suppliers to treat all employees with dignity and respect and to protect them from harassment, intimidation and violence in whatever form at the workplace.

2 ENVIRONMENT

Arkema has committed to the Responsible Care® program, a voluntary initiative towards responsible management of products and activities through a strategy of on-going and sustainable progress. Arkema requests its Suppliers to comply with the principles of this program, and in particular with the following:

2.1 RESPECT FOR THE ENVIRONMENT

Suppliers shall comply with the applicable international standards and national regulations and laws regarding the protection of the environment. Arkema requests its Suppliers to undertake initiatives to prevent, assess, mitigate and avoid the risks and impacts of their business activities on the environment. Accordingly, Suppliers shall have an effective and appropriate environmental management policy.

2.2 QUALITY AND SAFETY OF PRODUCTS AND SERVICES

Suppliers shall ensure that the products and services they supply comply with all applicable quality and safety standards. No substance prohibited by the relevant laws and/or regulations in the countries where they operate and/or which present an unacceptable level of risk for human health or the environment must be included in their products and/or services.

3 BUSINESS ETHICS AND TRANSPARENCY

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

3.1 COMPETITION LAW

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

3.2 ANTI-CORRUPTION

Suppliers shall operate in accordance with the national and international laws and regulations on corruption and money laundering. Suppliers shall not pay, or offer to pay, anything of value, directly or indirectly to any individual for the purpose of gaining a business advantage, making sales of products, or acquiring or retaining any business, or influencing any act or decision of that individual.

3.3 CONFLICT OF INTEREST

Suppliers are requests to prevent and avoid any situation that may create a conflict of interest. They shall 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 are prohibited from offering to any Arkema employees any gift or invitation of more than modest value and that may influence any decision made by Arkema employees within the context of their business relationship.

3.5 TRADE SANCTIONS

Suppliers shall comply with international trade law and especially with trade sanctions imposed by international institutions or governments.

3.6 CONFIDENTIALITY

Suppliers shall protect confidential information transmitted by Arkema. Accordingly, they shall not use or disclose said information to third parties outside of the contractual framework set out with Arkema.

3.7 TRANSPARENCY AND HONESTY

Suppliers shall communicate clear, correct and truthful information to their stakeholders and to Arkema within the context of their business relationship with Arkema.

4 VIOLATION OF THE CODE

Suppliers shall report to Arkema any violations of this Code to the following e-mail address: **compliance.ethics@arkema.com**.

Arkema reserves the right to audit any Supplier to ensure that this Code is being adhered to and, where there has been a violation, to ensure that relevant corrective measures for complying with this Code have been taken.

Suppliers shall cooperate with Arkema in case an audit would take place. Such audit would be conducted in accordance with the terms and conditions mutually set out by the Suppliers and Arkema.

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



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