



Sustainable Procurement Charter for Suppliers

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PREAMBLE

Chimcomplex has been committed to Corporate Social Responsibility (CSR) and Sustainable Development since 2019. It now invites all of its stakeholders, namely its suppliers, subcontractors, and partners (hereinafter referred to as Suppliers), to adhere to its policy with regard to their environment in response to the environmental, social, and economic expectations of their stakeholders.

This is the purpose of this "Sustainable Procurement Charter" (hereinafter referred to as the Charter) which Chimcomplex SA strongly encourages Suppliers to support.

Chimcomplex SA is the main producer and supplier of vital chemicals in the region of South East Europe, specialized in Polyols, Chlor - alkali and Oxo Alcohols.

A strategic asset of the Romanian economy, who continuously invests in new technology to increase efficiency while keeping environment protection and sustainability at the core of our strategy.

For almost 70 years, we have been adding value to natural resources for a better life and a sustainable future.

We are a company with a high level of technical know-how that guarantee long-term results for our customers by leveraging our long experience, the quality of our products and our high capacity for innovation.

Chimcomplex SA is an innovative and expert service company offering solutions for operational efficiency and, together with its customers, is committed to service quality.

Three values describe the key qualities of our corporate culture. These commonly shared values forge our identity and strengthen our membership in the company.

□ **Commitment:** A company generates ideas, services, and commitment. Chimcomplex combines solutions for operational efficiency and has recognized expertise in designing, deploying, operating, and monitoring solutions tailored to the most demanding environments. Commitment involves trust.

□ **Proximity:** Facilitate access to more local innovations and services. It nurtures our commercial dynamism. Chimcomplex provides a local presence near customers with regional offices, sales consultants, and a network of partners. Proximity leads to success.

□ **Boldness:** All progress is born from renewed boldness. Chimcomplex has faced several challenges since it was created. This dynamic is driven by the commitment of men and women in the company, its history, and its constant desire to improve the operational quality of its services. With boldness, one can undertake anything

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These activities directly involve Chimcomplex employees in major twenty-first-century challenges, such as preserving the planet and responsibility to future generations.

1. PRINCIPLES

When Suppliers contract with Chimcomplex they agree to observe the following principles.

1.1 HUMAN RIGHTS Suppliers shall foster and respect the protection provided by the International law on human rights within their spheres of influence and they shall ensure that their companies are not complicit in any human rights violations, as defined in the Universal Declaration of Human Rights.

1.2 ETHICS

1.2.1 Use of forced labor Suppliers shall not use forced labor The definition of forced labor corresponds to ILO (International Labour Organisation) Conventions nos. 29 and 105 and includes work done under duress or as a result of coercion on political prisoners, the requisition of labor for economic development, compulsory labor as a means of labor discipline, punishment for participation in strikes, or an act of racial, social, national, or religious discrimination.

1.2.2 Child labor Suppliers shall not employ a person under the minimum age to work under national legislation and ILO Conventions nos. 138 and 182 in any manner, it is understood that the higher age referred to in these references will be taken into consideration.

1.2.3. Fight against corruption Suppliers declare that they prohibit the offer or payment of bribes to customers or customer relations. They declare that they prohibit any member of their staff to solicit or accept bribes, whether for their benefit or that of their family, friends, associates, or acquaintances.

1.3. SOCIAL PRACTICES

Suppliers declare that they comply with social rules and any regulations specific to their business, particularly regarding safety at work.

1.3.1 Discrimination concerning employment and occupation Suppliers shall ensure diversity and equal opportunities for access to employment or career development, regardless of race, color, religion, sex, age, political opinion, national extraction, social origin, and sexual orientation. They shall provide equal pay for the same work performed under similar conditions of supervision.

They shall facilitate access to employment for people with disabilities, vulnerable populations, and hard-to-place individuals.

1.3.2. Freedom of association Suppliers acknowledge that workers and employers have the right, without prior authorization, to establish any organizations of their choice and to freely and independently join them and bargain collectively and they undertake to respect the free exercise of the right to organize in compliance with the regulations of the country of operation. Workers should be entitled to adequate protection against acts of discrimination that undermine freedom of association in employment. In countries where these freedoms are restricted by law, Suppliers shall encourage any action to allow the development of freedom of expression by their workers on their working conditions and social dialogue.

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1.3.3 Working hours and weekly rest periods To allow adequate rest for workers, following the ILO Convention No. 14, Suppliers shall guarantee their employees a rest period at least equal to twenty-four consecutive hours for each seven days.

1.3.4 Minimum wage Suppliers shall comply with local minimum wage regulations. At the very least, they shall pay a wage that is equal to the country's average wage for similar activities, including social benefits.

1.3.5. Safety at work Suppliers shall implement a risk prevention procedure for safety at work which is one of their key concerns for their activities.

1.4 HEALTH

Suppliers shall ensure that their activities do not harm the health:

- of their employees,
- of their subcontractors,
- of neighboring populations,
- of product users

They shall guarantee compliance with current regulations to this effect:

- REACH on chemicals, following the European Regulation 1907/2006/EC About REACH, Suppliers shall provide Chimcomplex SA with information on their compliance with REACH and fulfill their duty to provide information on the presence of Substances of Very High Concern (SVHC) beyond a threshold of 0.1% w / w in equipment, packaging, and accessories sold following Article 33 of the said Regulations
- Conflict minerals Suppliers shall ensure that they do not supply materials and products containing minerals that contribute to conflict by applying the due diligence procedures in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Chemical products suppliers shall also ensure that products sold to Chimcomplex SA comply with European standards and measurements must be taken according to European procedures. In addition to compliance with regulations, they shall keep carcinogenic, mutagenic, or toxic chemical levels as low as possible and implement a continuous improvement policy for this.

Where appropriate, Chimcomplex SA may request measurements to be taken on various sites and facilities.

1.5 ENVIRONMENT

Suppliers shall declare that they support and comply with the basic principles of protection of the environment through the implementation of an environmental policy intended to align their practices with industry best practices.

As such, they shall provide Chimcomplex SA with any information related to their environmental policy and Environmental Management System or any other environmental standard they comply with.

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They shall apply a precautionary approach to issues concerning the environment, undertake initiatives to promote greater environmental responsibility and encourage the development and dissemination of environmentally friendly technologies.

They shall comply with the environmental regulations in the country of operation and ensure the proper integration of their activities in the local environment.

To integrate the concept of sustainable development or CSR into their operation, Suppliers shall control more specifically:

- Outflows, by preventing accidental risks on sites having an impact on the environment and minimize the effects of pollutants and waste (e.g. by promoting the use or supply of recyclables).
- Impacts on climate change, by optimizing the energy consumption of products or minimizing transport-related pollution (clean vehicles, streamlining employee traffic flows). More generally, they shall undertake to implement a continuous improvement process for management and containing the environmental impact of their activities. More specifically, Chimcomplex SA suppliers must comply with European obligations in recovering and recycling packaging

2. IMPLEMENTATION

2.1 LEGAL VALUE This Charter is a reference that Chimcomplex SA would like its Suppliers to comply with. Suppliers must adhere to this Charter to be referenced with Chimcomplex SA.

2.2 SCOPE OF APPLICATION The Charter must be signed by all Chimcomplex SA Group's suppliers and it encourages its suppliers, subcontractors, and partners to adopt a similar initiative with their suppliers.

2.3 SUPPLIER COMMITMENT

2.3.1 Commitment In all cases, the Suppliers shall at least comply with directly applicable national, local, and international standards.

By signing this Charter, Suppliers accept its conditions and undertake to comply with its principles or to implement an improvement process to meet its requirements.

2.3.2 Improvement plan Chimcomplex SA and its Suppliers join forces in a mutual and continuous improvement process. Chimcomplex SA remains attentive to any difficulties that might arise from applying this Charter's principles as, in some cases, the principles of this Charter could lead to consequential damages greater than the situations it is meant to correct. In this case, Chimcomplex SA and the Suppliers concerned shall meet to adopt the principles and take appropriate action together.

2.4 RECOGNITION OF SUPPLIER PERFORMANCE

Supplier performance in sustainable development is monitored by the Purchasing Department which participates in the overall assessment of Suppliers. Chimcomplex SA focuses on Supplier commitment to sustainable development. Its criteria are taken into account:

- reference new suppliers

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- select suppliers during a call for tender for a Contract.
- purchase materials

2.5 TRANSMISSION OF INFORMATION Chimcomplex SA invites their Suppliers to provide them with information on their practices in the areas covered by this Charter in the form of a report, for example. The Supplier may be audited by the Chimcomplex SA Group's Purchasing and/or Quality Department or by an external audit firm appointed by Chimcomplex SA on defined criteria and to assess its commitment to sustainable development and the Charter's principles. Audit results shall directly affect the Supplier's annual assessment score.

Adherence to the Chimcomplex SA Group Sustainable Procurement Charter

I the undersigned (full name):

Acting as (position in the company):

Representing the company (company name):

Legal Address of the company:

Town:Postcode:

Acknowledge having read the contract document "Chimcomplex SA Sustainable Procurement Charter for Suppliers", version 1 of July 2023, and agree to comply with all the provisions.

Signed in (town, country):

Date (DD/MM/YY):

Signature:

Stamp: