



# Supplier Code of Conduct of the RAHN-Group

This is part of RAHN-Group's Rules & Regulations

## Welcome to the Supplier Code of Conduct of the RAHN-Group

Fair business practices have always been a core component of RAHN's culture and history. As a family-owned business, we are convinced that the long-term viability and success of our organisation can only be achieved through responsible business conduct.

Our values and business ethics are reflected in our sustainability strategy and our commitment to environment, social and governance standards (ESG Standards), including:

- 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.
- the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights to which RAHN is a signatory.

The expectations set forth in this Code of Conduct are in line with these initiatives.

It is important to RAHN that our values and principles are followed by our suppliers. We expect our suppliers to fully comply with all relevant laws and to adhere to internationally recognized ESG standards, including those laid down in international conventions. We also expect our suppliers to apply the same high standards to their suppliers and partners.

This Code of Conduct outlines the minimum standards of conduct expected from our direct and indirect suppliers and equally from their suppliers. If RAHN becomes aware of any actions not in compliance with this Code of Conduct, RAHN reserves the right to request corrective actions and/or immediately terminate any supplier agreement.

It is RAHN's ambition to partner and work with our suppliers to foster the responsible management of chemicals by all those who manage and use them along the supply chain and to improve sustainability and ESG performance across our global supply chains.

Our suppliers commit to the following ESG standards:

### Environment

- Supplier commits to using resources efficiently and to minimising waste.
- Supplier complies with all relevant environmental legislation and international standards.
- Supplier undertakes initiatives to promote greater environmental responsibility.
- Supplier protects employees and the communities it operates in from hazards inherent in its products and processes.
- Supplier commits to improving the environmental, health and safety performance of its technologies, processes and products.
- Supplier seeks ways to constantly minimise its negative impact on the environment.
- Supplier does not source materials that are associated with deforestation and forest degradation.

## Social

- Supplier supports and respects the protection of internationally proclaimed human rights.
- Supplier takes steps to ensure they are not complicit in human rights abuses.
- Supplier supports the elimination of all forms of forced and compulsory labour, including but not limited to child labour and modern slavery.
- Supplier treats its employees with respect and prohibits discrimination, oppression, harassment and unequal treatment, for example on the grounds of race, gender, physical disability, ethnic descent or any other characteristic that is protected by law.
- Supplier complies with local laws governing minimal wages and working hours.
- Supplier enables employees and other stakeholders to report concerns or practices in the workplace which are potentially unlawful.
- Supplier upholds the freedom of association in accordance with applicable laws.
- Supplier does not source conflict minerals which directly or indirectly finance or benefit armed groups or cause human rights abuses as outlined in the Annex II of the OECD Due Diligence Guidance (OECD DDG) for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Countries.
- Supplier does not source materials from the Xinjiang Uyghur Autonomous Region (XUAR).

## Governance

- Suppliers perform all business activities in accordance with the relevant laws and regulations where it operates.
- Supplier considers business integrity and ethics as the core of all its business activities.
- Supplier complies with all national and international legislation relating to bribery, corruption and money laundering in all its forms.
- Supplier does not offer gifts or hospitality of more than modest value, or which may influence business decision-making.
- Supplier reports openly on performance, achievement and shortcomings.
- Supplier takes efforts to ensure its employees have an appropriate understanding of this Code of Conduct and relevant regulations and standards.

## Assessments / Audits

To ensure our supply chain applies these minimum standards of conduct, RAHN may conduct assessments in various ways, including supply chain due diligence and sustainability assessments. We ask our suppliers to participate in and support all such assessments, including the provision of requested documentation to evidence compliance with the above.

We will be requesting all our suppliers to confirm in writing their commitment to, at a minimum, comply with the Supplier Code of Conduct of the RAHN-Group.