

Code of Conduct for Suppliers and Suppliers' Declaration of Compliance

Preamble

COVENTYA develops and supplies specialty chemicals for electroplating and surface finishing in over 60 countries on five continents. Our customers include in-house electroplating shops and contract surface finishers that benefit from our innovative technologies, our customer service, and numerous OEM product approvals. We are a conscientious company and expect the same conduct from all those with whom COVENTYA does business.

The COVENTYA Code of Conduct for Suppliers defines our expectations from our suppliers. To ensure compliance with these requirements, we seek close cooperation with our suppliers. At the same time, we expect our suppliers to communicate these requirements within the supply chain and to obtain confirmation from their suppliers that they will adhere to these requirements.

Environmental Protection

We expect our suppliers to assume ecological responsibility towards the community and future generations and to act in a resource-efficient manner. In addition, suppliers are expected to reduce waste and thereby minimise their detrimental impact on the environment.

Suppliers must comply with all applicable environmental laws, regulations and industry standards and strive for continuous improvement.

For us to have a good relationship with a supplier, it is indispensable for them to provide goods classification and documentation conforming to legal requirements.

We believe that establishing and implementing an Environmental Management System is useful.

Health and Safety

The supplier is responsible for providing a safe and healthy working environment. Suitable measures must be in place to prevent potential accidents or damage to health.

We believe that it is useful to set up an Occupational Health & Safety Management System to ensure compliance and continuous improvement.

All employees must be informed regularly about occupational health and safety and given relevant training. In addition, suppliers must take appropriate measures to ensure that fire safety, access to emergency medical care, and adequate lighting and ventilation are guaranteed.

Human Rights and Social Standards

Suppliers must respect their employees' basic rights and are duty-bound to observe these rights. Every employee has the right to free choice of employment; forced labour, bonded labour/indentured servitude and compulsory labour are strictly prohibited. Similarly, the use of child labour is strictly prohibited.

All regulations, industry standards and applicable laws regarding remuneration and benefits are to be adhered to. To ensure that the remuneration covers the minimum subsistence level for the employees and their families, wages and benefits for an average working week must be at least equal to the statutory minimum or the minimum stipulated by industry standards.

Discrimination is strictly prohibited. Suppliers must adhere to all applicable statutory provisions on the prohibition of discrimination in recruitment and employment on the basis of race, religion, age, nationality, colour, gender, sexual orientation, disability, state of health, political orientation, beliefs or other criteria.

Suppliers must recognise the employees' right to found or join employee representative bodies, including trade unions of their choice and the right to collective bargaining. In addition, we expect our suppliers to provide suitable work equipment for their employees.

Compliance and Integrity

Suppliers must comply with all applicable national and international laws, regulations and all other legal provisions, applying those that impose the most stringent requirements.

We expect our suppliers to perform their business activities in compliance with the highest ethical standards. In addition, we require our suppliers to treat business, financial, technical data and business correspondence as confidential.

Corruption, bribery, fraud, payment of slush money or payments intended to influence decisions are strictly prohibited.

Suppliers are responsible for good governance and open competition.

The use of mineral resources, raw materials and other natural resources, which are grown or extracted in conflict or high-risk areas, is strictly prohibited.

Supply Chain

Suppliers must make reasonable efforts to encourage compliance with this code of conduct by their own suppliers and subcontractors.

Supplier's Declaration of Compliance

We, the undersigned, hereby assure:

We have received the COVENTYA Code of Conduct for Suppliers, understand all the points, and we affirm that we shall comply with them.

That there will be no child labour in our company – pursuant to ILO Conventions 182 and 138 and that we shall obtain corresponding assurances from our suppliers in turn.

We comply with all existing laws and actively demand our suppliers to do so.

Name:

Position:

Company name:

Company address:

Place, date:

Company stamp:

Authorised Signature: _____