

Supplier Code of Conduct

BIM Kemi is committed to conducting business in a sustainable and responsible manner - in the interest of the company, its staff and the general public. As a medium-sized family-owned company, we are a part of society in all the regions in which we operate. Adherence to applicable law and regulations of the respective countries is the basis for cooperation. Furthermore we respect the cultural, social, political and legal diversity of societies and nations. Our operating values and corporate philosophy are laid down in our "BIM's Little Green". They represent a commitment for all employees with respect to their own conduct within the BIM Kemi Group and their dealings with the outside.

When we select our Suppliers and other Business Partners, we expect from them that they too act in accordance with our principles of Sustainable Development. In all business they should work towards ensuring that their business partners and sub-tier suppliers also recognize these principles. This code of conduct for Suppliers and other Business Partners is based on the ten principles of the United Nations (UN) Global Compact SDGs 'Sustainable Development Goals', *BIM Kemi Code of Conduct*, BIM Kemi's and its customers' requirements.

General Principles

Compliance with national and international laws and regulations

Our Suppliers and other Business Partners shall comply with all applicable national and international laws and regulations, conventions and UN Global Compact, including without limitation, those pertaining to anti-corruption, competition law, transportation, environment, safety, health and customs. If there is a conflict between this Supplier Code of Conduct and valid law, the law prevails.

Enforcement

If BIM finds that the Supplier or other Business Partner is not meeting the requirements and expectations set out in this Supplier Code of Conduct, the Supplier or other Business Partner shall take immediate corrective actions. BIM reserves the right to cancel outstanding orders, suspend future orders or terminate contract with the Supplier or other Business Partner in case of failure by the Supplier or other Business Partner to comply with this Supplier Code of Conduct. The Supplier or other Business Partner could be held accountable and thus face the consequences.

Business Ethics

Responsible Business

The Supplier and other Business Partner is expected to conduct its business in a responsible, transparent and ethical manner and act with integrity. The ethics elements include: Business Integrity and Fair Competition. All corruption, extortion and embezzlement are prohibited. Suppliers shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers and other Business Partners shall employ fair business practices, including accurate and truthful advertising.

Transparency

The Suppliers and other Business Partners shall keep transparent and up to date records of the elements relevant to demonstrate compliance with this Supplier Code of Conduct. The Supplier may be requested to provide records relevant to assessing compliance to this Supplier Code of Conduct or own guidelines that are in line with, or supersedes BIM's. The Supplier shall also, following reasonable prior notice, accept audits by BIM or third party designated by BIM, to assess compliance to this Supplier Code of Conduct. At such occasions, the Supplier shall provide access to information and to the areas of its facilities that are relevant for the assessment. If a supplier, sub-tier supplier or business partner fail to operate in full compliance or fail to honour the referred standards, the supplier or business partner shall immediately inform BIM.

Protecting Information

Suppliers and other Business Partners shall protect the confidential information of BIM. Confidential information means any BIM's proprietary



- Technological and technical knowledge, expertise, experience, know-how, inventions, specifications, formulae, samples, and
- Financial, business and personnel information, and
- Other information, disclosed at any time and in any form, be considered as Confidential Information.

Labour

Human Rights and Social Aspects

For BIM, the observance of internationally recognized human rights is the basis for all business relationships. We expect from our suppliers that they comply with the principles of the code of conduct and neither commit nor participate in human rights violations.

Fair and Equal Treatment

The Supplier or other Business Partner shall not discriminate in hiring as well during employment, on the grounds of criteria such as race, religion, gender, age, nationality, disability, personal relationship, union membership, sexual orientation, political opinion or any other basis.

Remuneration and Working Times

The Supplier and other Business Partner shall ensure that its employees work in compliance with all applicable laws and mandatory industry standards pertaining to regular working hours and overdue hours. We expect from our suppliers that remuneration and benefits at least conform to the statutory minimum wage and the statutory working hours / licensing agreement of the country concerned as well as binding collective agreements.

Freedom of Association

Our Suppliers and other Business Partners must recognize employee's basic right to freely associate, belong to a union and bargain collectively, in accordance with all applicable laws and regulations.

Child Labor and Forced Labor

Our Suppliers and other Business Partners shall ensure the minimum age as defined by the International Labor Organization (ILO) is respected and comply with existing rules concerning the respective national employment permits. Furthermore, they shall not make use or in any way benefit from forced, prison, bonded or involuntary labor.

Health and Safety

The Supplier and other Business partner is responsible for the employees' well-being. The Supplier and other Business partner must provide a safe and healthy working environment. They shall ensure that all employees are aware of health, safety and environmental risks and appropriately trained to minimize risks and possible impacts of emergency situations. The observance of safety regulations shall be monitored continuously and any inadequacies are remedied immediately. Preventive health and safety programs must be in place for the Supplier's and other Business partner's processes and where they operate.

Environment

Environmental Protection

Suppliers and other Business Partners shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. For example have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and waste-water discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment. Suppliers and other BPs shall encourage the development and diffusion of environmentally friendly technologies.

We commit to adhering to the principles of the valid version of **BIM Supplier Code of Conduct**.

Corporation:

Corporation ID number

Signature:

Date and Place:

Name, Position (*Authorized at the legal entity*)