

This document summarises Semperit Group's core values, principles, and standards for its suppliers concerning production and delivery of goods and services according to recognised, globally applicable principles.

This document outlines the principles governing cooperation with all our suppliers around the world. By accepting and adopting these policies, Semperit's suppliers confirm their commitment to working with our group. Semperit encourages its business partners to communicate these guidelines to their employees as well as to their own suppliers and ensure compliance. Moreover, we expect our business partners to observe all applicable laws and regulations.

Principles and objectives

Our principles are to ensure that our suppliers are collaborating with us in the pursuit of the highest standards in business ethics including social and environmental responsibility in our supply chain.

Semperit's sustainability policy in supplier collaboration focuses on the following topics:

1. People
2. SHE (safety, health, and environment)
3. Business ethics
4. Business and operational excellence

We expect steady and sustainable efforts in improving cost efficiency and performance across our supply chain and we will work closely with our suppliers who develop their business in harmony with the environment and society.

1. People

Labour standards and human rights

Semperit's suppliers are obligated to respect internationally recognised labour standards and human rights for all their employees and contracted labour ensuring they are being treated fairly with dignity and respect.

We therefore expect our suppliers to adopt the same high standards as Semperit:

- a. Semperit's suppliers are committed to create and maintain a work environment in which they follow high international social and labour standards and regularly undergo third party audits in this regard in major sites.
- b. Semperit's suppliers pursue strict "no child labour" and "no forced or compulsory labour" policies.
- c. Semperit's suppliers should set great value upon fair compensation at market rates, diversity respect, equal opportunity, and healthy balance of work and social life.
- d. Semperit's suppliers will not tolerate any forms of discrimination. Equal opportunity shall apply to everybody regardless of age, gender, nationality, years of service, and educational background.

2. Safety, health, and environmental (SHE) standards

Semperit expects its suppliers to be proactive and responsible in safety, health, and environmental issues by complying with the respective standards and generally strive to pre-empt any negative health, safety, and environmental impact. Semperit's tier-one and tier-two suppliers shall always strive to minimise actually or potentially adverse effects on society, health, environment, and natural resources in their operations.

- a. Semperit's suppliers agree to comply with all pertinent SHE regulations.
- b. Semperit's suppliers agree to identify, assess, and address SHE issues, risks, and impacts in their current and future operations.
- c. Semperit's suppliers shall heed all SHE features in their product design, process development, projects, and services.
- d. Semperit's suppliers shall proactively review and appropriately address any SHE concerns.
- e. Semperit's suppliers agree to manage transport efficiently to reduce risk, cost, and environmental impact.
- f. Semperit encourages its suppliers to define ambitious health and safety goals or adopt standards emphasising that no task is important enough to put anyone's health and safety at risk.

3. Business ethics

Sustainable and successful business requires integrity and transparent business practice standards.

- a. Semperit expects its suppliers to operate honestly and equitably throughout the supply chain obeying local law, including laws pertaining to: anti-corruption, anti-trust, anti-money-laundering, intellectual property protection, and data privacy at both corporate and personal levels.
- b. Semperit's suppliers shall be uncompromising in their integrity concerning all business activities. We expect from all our suppliers and their business partners a "zero tolerance" policy on bribery, fraud, and corruption.

4. Business and operational excellence

- a. Commercial and technical competitiveness: Semperit's suppliers agree to engage, cooperate, and collaborate with Semperit in pursuing continuous improvement of cost efficiency and process performance.
- b. Quality: Semperit's suppliers agree to adopt Semperit's Combined Management System for continuous quality improvement and environmental safety.
- c. Service: Semperit's suppliers agree to create a culture of service excellence. This includes meeting or exceeding customer expectations, anticipating needs, helping to ensure compliance with all applicable laws and regulations throughout our shared supply chain, as well as providing expertise as needed.
- d. Innovation: The capacity to innovate is an important, strategic sustainability feature in our supply chain as well as a major competitive advantage in our supplier partnerships. Correspondingly, our suppliers must be willing to continuously rethink their business models, products, technologies, and processes in cooperation and joint development with Semperit.

Implementation

Semperit supports its suppliers with specific information and services for implementing these standards. It is the supplier's responsibility to ensure implementation and maintenance of the principles outlined in this policy, and inform its employees and contractors on their respective rights and responsibilities. Semperit reserves itself the right to verify proper implementation of these standards and, in case of any violations, to take appropriate action.

- a. We will verify compliance with the standards set forth in this document through personal meetings, self-assessment questionnaires, company visits, and audits.
- b. In case of non-compliance, we will work with suppliers to ensure they implement improvement plans and take corrective actions.
- c. We will work with all our key suppliers on continuously monitoring and evaluating their cost, quality, reliability, and SHE performance.
- d. Semperit's suppliers agree to adopt similar principles close to those outlined here in dealing with their own respective suppliers and business partners.
- e. Semperit's suppliers will work on a business continuity plan detailing procedures with recovery plans to mitigate supply chain risks.

Semperit works closely with its suppliers to realise the full synergy and value of our relationships. We understand that a successful partnership is based on mutual trust and open communication which includes working towards the highest sustainability standards along the supply chain. We encourage our suppliers to take responsibility for the future together with us.