Supplier Code of Conduct

Introduction

Sustainability is a strategic priority for Plasman. We strive for compliance by committing to relevant international standards, laws, regulations, and customer requirements. We take responsibility for our products, production, and supply chain in order to deliver sustainable solutions.

Purpose and Scope

The purpose of the Plasman “Supplier Code of Conduct” is to define minimum sustainability requirements for all Plasman Suppliers, including Suppliers that deliver goods and/or services. This Code of Conduct is an integral part of the agreement between Supplier and Plasman.

General Requirements

1. Supplier shall comply with all the Requirements of the Supplier Code of Conduct.
2. Suppliers shall comply with all applicable laws and regulations as well as the contractual terms and conditions agreed upon with Plasman.
3. Supplier shall be transparent and disclose legally required permits and licenses upon request.

1. BUSINESS ETHICS

- Supplier shall respect and comply with applicable fair trade, competition and anti-trust laws and regulations.
- Supplier shall not engage in any form of bribery or corruption, and shall avoid situations where private, financial, or other external interests' conflict with the job responsibilities of employees.
- Supplier shall prevent the purchase of counterfeit, suspect or unapproved products.
- Supplier shall respect Plasman confidential information and intellectual property rights and comply with the laws governing data privacy.
- Supplier shall have the financial responsibility to keep accurate record payments, or any other type of compensation made to a third party in its corporate books, records, and accounts.
- Supplier shall fully comply with all laws and regulations for antiboycott, export controls and economic sanctions.
- Supplier shall maintain accessible, confidential channels for reporting concerns related to misconduct, unethical behavior, or violations of this Code, protect individuals who raise concerns in good faith from retaliation, intimidation, or adverse action and investigate reported concerns promptly, impartially, and with appropriate confidentiality.

2. HUMAN RIGHTS AND WORKING CONDITIONS

- Supplier shall respect human rights and employees shall be free to form and to join trade unions or similar external representative organizations and to bargain collectively.
- Supplier shall comply with applicable laws and collective bargaining agreements to have ethical recruiting and pay at least the minimum wage laid down by local law.
- Supplier shall not tolerate forced labor or modern slavery.
- Supplier shall comply with applicable laws regarding working and resting hours, and sick and parental leave.
- Supplier shall not directly or indirectly allow or use child labor and nobody of the Suppliers' or its subcontractor's employees shall be below the minimum legal age for employment.
- Supplier shall commit to equal employment opportunities, fair treatment, and a respectful workplace and shall not engage in any form of discrimination based on race, ethnicity, nationality, age, gender, religion, union affiliation, disability, pregnancy, political affiliation.
- Supplier shall not tolerate any form of harassment and abuse.

3. HEALTH AND SAFETY

- Supplier shall provide its employees with a safe and healthy working environment that minimizes the incidence of work-related injuries.
- Supplier shall ensure that its Employees' potential exposure to safety hazards is identified, assessed, and controlled. Where hazards cannot be adequately controlled by these means, employees shall be provided with appropriate personal protective equipment including access to first-aid supplies.
- Supplier shall comply with hazardous material restrictions set by applicable laws and regulations.
- Supplier shall provide legitimate security for its employees and property without adversely affecting the human rights of either its employees or people living in communities close to its company operations. All private or public security services engaged by supplier shall be governed in strict accordance with local and international law.

4. ENVIRONMENTAL STEWARDSHIP AND RESPONSIBLE SOURCING

- Supplier shall strive to reduce their negative environmental impact.
- Supplier shall consider biodiversity, land use, and deforestation risks within their supply chain.
- Supplier shall align their practices with internationally recognized principles for the welfare of animals as set out by the World Organization for Animal Health to maintain a high standard of animal welfare in their operations.
- Supplier shall monitor, track, and document its consumption of natural resources such as water, energy, and raw materials.
- Supplier shall monitor, track, and document its emission to water, soil and air, and its waste.
- Supplier should prevent commercial and industrial noise emissions to limit any impact to local communities.

- Supplier shall be committed to reducing their green-house gas (GHG) emissions over time with local and international regulations and guidelines.
- Supplier shall implement responsible handling of potentially hazardous substances (including transportation, storage, and disposal) and supply employees with adequate personal protective equipment when applicable.
- Supplier shall be committed to minimize waste generation and to implement practices that prioritize reuse and recycling.
- Supplier shall support natural resource governance that supports the ecological and legal linkages between indigenous communities and their community lands, forests, and water resources and undertakes to avoid forced eviction and the displacement of local and indigenous populations as a result of its operations.
- Supplier shall comply to applicable laws and regulations regarding prohibition or restriction of specific substances (including tantalum, tin, tungsten, gold, cobalt).
- Supplier shall be transparent on raw materials origin upon request.
- Supplier shall report substances used in the products delivered to Plasman through the International Material Data System (IMDS).
- Supplier shall work toward increasing the use of renewable energy sources in their operations, and set measurable goals to reduce its carbon footprint.

5. SUPPLIER MANAGEMENT AND CASCADING REQUIREMENTS

- Supplier shall comply with all requirements outlined in this Code, and shall pass these requirements along with their own supply chains by requiring their own suppliers to implement these requirements and pass these binding requirements to their own tier - 1 suppliers.

Compliance Statement

Plasman requires suppliers to report non-compliance with this code of conduct to their Purchasing contact. Plasman reserves the right in the event of non-conformity to exercise early termination for cause of the business relationship with any supplier and/or present an acceptable countermeasure/remedy plan to correct the non-conformity.

Issued by: Global Purchasing

Approved by: CEO