

## ***Title:*** **Supplier Code of Conduct**

### **Introduction and Scope**

Our company designs and manufactures rubber flooring in accordance with principles of quality, safety, circularity, and social responsibility. This Supplier Code of Conduct ("Code") sets out the minimum requirements that all suppliers, sub-suppliers, and business partners ("Suppliers") must comply with in order to establish or maintain a business relationship with our company.

This Code is inspired by:

- ILO Conventions;
- the UN Guiding Principles on Business and Human Rights;
- the principles of the Cradle to Cradle Certified® Product Standard v5.0;
- applicable environmental and social regulations in the countries where operations take place.

Compliance with this Code is an essential condition for collaboration.

### **Legal Compliance and General Ethics**

Suppliers shall:

- operate in full compliance with all applicable laws and regulations (labor, environment, health and safety, trade, and commerce);
- act with integrity, fairness, transparency, and good faith;
- prevent all forms of corruption, bribery, fraud, and conflicts of interest;
- maintain accurate and truthful records.

### **Human Rights, Labor, and Social Conditions**

Suppliers shall respect and promote human rights throughout their supply chains.

#### **Prohibition of Forced and Child Labor**

- Any form of forced, bonded, compulsory labor, human trafficking, or servitude is strictly prohibited.
- The employment of underage workers is prohibited, in accordance with ILO Conventions No. 138 and No. 182.

#### **Working Conditions and Compensation**

- Workers shall operate in safe, healthy, and dignified working conditions.
- Suppliers shall comply with:
  - working hours and rest periods;
  - legally required minimum wages;
  - contractual benefits and protections.
- The progressive adoption of a living wage is encouraged.

**Non-Discrimination and Freedom of Association**

- Any form of discrimination, harassment, or abuse is prohibited.
- Freedom of association and the right to collective bargaining shall be respected.

**Grievance Mechanisms**

- Suppliers shall establish accessible and non-retaliatory mechanisms for reporting ethical, social, or health and safety concerns and violations.

**Health, Safety, and Working Environment**

Suppliers shall:

- identify, assess, and mitigate health and safety risks;
- provide regular training and appropriate personal protective equipment (PPE);
- establish emergency response, fire prevention, and first-aid procedures;
- ensure the safety of facilities, machinery, and processes, including rubber mixing, vulcanization, and cutting operations.

**Material Management and Chemical Safety (Material Health)**

Suppliers shall:

- provide complete and transparent information regarding the composition of:
  - natural and synthetic rubbers;
  - elastomers, fillers, and pigments;
  - additives, plasticizers, binders, and processing aids;
- comply with lists of prohibited and restricted substances, including:
  - CMR, PBT, and vPvB substances;
  - PFAS and problematic halogenated substances;
  - substances restricted or prohibited under REACH, POPs, and RoHS regulations, where applicable;
- cooperate in chemical assessments according to methodologies required for rubber flooring products, including the Cradle to Cradle (C2C) methodology;
- progressively reduce the use of hazardous substances in favor of safer chemistry alternatives;
- monitor and limit VOC emissions, odors, and dust.

**Product Circularity and Materials**

Where compatible with required performance specifications, Suppliers shall:

- promote the use of recycled, recovered, or renewable materials;
- ensure that supplied materials are compatible with recycling, reuse, or recovery at end of life;
- participate in take-back or recovery programs where requested.

### **Air, Climate, and Energy**

Suppliers shall:

- comply with regulations concerning atmospheric emissions;
- measure and, where possible, reduce energy consumption and greenhouse gas emissions;
- promote the use of renewable energy sources.

### **Water, Effluents, and Soil**

Suppliers shall:

- monitor water consumption and wastewater discharges;
- properly treat effluents and sludge, particularly in processes involving significant chemical impacts;
- prevent the release of hazardous substances into water and soil;
- implement practices aimed at reducing, reusing, and recycling water.

### **Subcontracting and Supply Chain Responsibility**

- All subcontracting activities shall be declared and traceable.
- Suppliers are responsible for ensuring that their own sub-suppliers comply with the principles set out in this Code.
- Our company may request information and/or conduct audits.

### **Audits, Verification, and Continuous Improvement**

Our company reserves the right, including in response to non-conformities or reports from employees or third parties, to:

- conduct document-based or on-site audits, including through independent third parties;
- require corrective actions within defined timeframes;
- suspend or terminate the business relationship in cases of serious or repeated violations.

The Supplier commits to continuous improvement.

### **Acceptance of the Code**

The Supplier declares that it has read, understood, and accepted this Supplier Code of Conduct and undertakes to comply with it and communicate it throughout its organization.

**Supplier Company Name:** \_\_\_\_\_

**Name and Title of Authorized Representative:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_