

## Sustainable Sourcing Policy Standards for Hüttenes-Albertus (HA) Group

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As a globally active and successful family business with a tradition going back over a hundred years, HA recognizes its core responsibility towards society and the environment. In all our business operations, we strive to achieve the inseparable twin goals of economic success and social responsibility. HA's core values are anchored in the guiding principles of acting responsibly and ethically towards employees, business partners, society, and the environment.

It is the sustainable sourcing policy of HA Group to identify and manage the environmental, social, and economic impacts within our supply chain. We are committed to:

- Abide by all applicable laws and regulations and acceptance of following requirements and of our "Supplier Code of Conduct" is an essential prerequisite for any supplier wishing to work with us,
- Refer internationally recognized standards like International Labour Organization (ILO), U.N. Global Compact, etc. to ensure fair working conditions and labour and human rights,
- The standards of Together for Sustainability (TfS) Initiative. This industry-leading initiative is raising CSR standards through the chemical supply chain. Being a member of TfS we are committed to making sustainability improvements within our own- and our suppliers- operations through assessments, audit and training.
- Environmental protection, health and safety – process safety excellence – throughout our operations, both to fulfil our social and legal responsibilities and to build the value of our business,
- Integrate HA's fundamental values throughout all affiliates to promote compliance with the principles of Code of Conduct for HA Group and to respect the principles of non-discrimination in the selection and treatment of suppliers,
- Ensure that all prospective and existing suppliers are provided with and informed about our Suppliers Code of Conduct (Standards for Hüttenes-Albertus (HA) Suppliers and Contractors),
- Establish a process to identify potential sustainability risks in our supply chain and develop a segmented approach to managing those risks,
- Encourage suppliers to proactively propose innovative solutions to help the company achieve its sustainable development objectives,
- Expect our suppliers to ensure that their employees are obliged to conduct business within guidelines that require disclosure and resolution of actual or potential conflicts of interest,
- Expect our suppliers to achieve internationally recognized standards for labor and human rights and ensure fair working conditions (e.g. the UN Universal Declaration of Human Rights) as integral parts of all their business activities. This means but not exclusively:
  - Establish policies and management systems to support compliance with laws, regulations, and industry expectations.
  - Provide a healthy and safe workplace for all employees by complying with all applicable health and safety laws and standards.
  - Provide employees with a work environment free of unlawful harassment, discrimination and retaliation and intimidation or violence of any type.

- Comply with legal requirements for the protection of fair working conditions, including those regulating compensation, working hours, and privacy.
- Collect, retain, use and transmit personal data and information in compliance with applicable law and policy.
- Condemn Child labor. The age of employment for young workers must meet or exceed company guidelines and local labor laws.
- Not support or deal with any business involved in modern slavery including forced labor and human trafficking.
- Respect and not obstruct the right of employees to form or join their own organizations to advance their interests or to bargain collectively.
- Expect our suppliers to be committed to environmental, health and safety excellence throughout all their operations. This means but not exclusively:
  - Create and develop safe products and services for customers including a responsible chemicals management to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.
  - Strive for a global monitoring, reporting, and ultimately reducing consumption of energy and other resources, such as water, wastewater, and landfill resources.
  - Target to steadily reduce emissions to all environmental compartments (air, water, soil) and finally formulate climate protection targets regarding the goal of climate neutrality.
  - Encourage and support the use of sustainable, renewable natural resources.
- Encourage our suppliers to formulate sustainability requirements for their own suppliers further up the supply chain and ask them to constantly improve their sustainability performance.



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