



# Supplier code of conduct

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## 1. Introduction

Dacrylate Paints Ltd is committed to high standards of integrity, sustainability and has a zero tolerance when it comes to unethical business behavior such as bribery and/or corruption. We expect all of our suppliers to exercise themselves in a similar manner and to conduct their business ethically.

The global sustainability agenda is increasingly important to our customers, our employees and our shareholders, and we take our responsibility to operate ethically and deliver in a sustainable manner seriously. Sustainability is an integral part of our business. We think and act for the long term, and we are a trusted partner to our Customers. We also work closely with our suppliers to ensure the same standards apply throughout our supply chain.

As a supplier, you must comply with all applicable laws, legislations and regulations, the requirements set out in Dacrylate Paints Ltd Supplier Code of Conduct and your contractual obligations to us.

Although the Supplier Code of Conduct only applies to Dacrylate's direct suppliers, Dacrylate Paints Ltd encourages the supplier to invite its own suppliers to comply with its terms.

## 2. Labour

Dacrylate Paints Ltd expects the supplier to comply with all applicable local laws, legislations and regulations related to labour and employment including, but not limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organise and collective bargaining.

The supplier is expected to treat all employees fairly, ethically, respectfully and with dignity. The supplier must protect its employees from harassment and victimisation in the workplace, including all forms of sexual, physical and psychological abuse.

In particular, you as a supplier will:

- Refrain from employment discrimination based on gender, age, nationality, religion, ethnicity, disability, union membership, sexual orientation or political affiliation
- Respect the rights of employees to freely associate and bargain collectively
- Actively encourage the participation of underrepresented groups in all
- the diverse activities of the organisation
- Not tolerate or use child labour in any stage of your activities
- Not use any forced labour or involuntary prison labour and allow all employees the choice to leave their employment freely upon reasonable notice
- Provide a safe and sanitary workplace, taking all necessary actions to educate employees to prevent accidents and injury to health.
- Ensure that working hours, including overtime, do not exceed applicable legal limits
- Compensate employees fairly and follow local wage regulations and/or collective agreements

### 3. Environment, Health and Safety

Dacrylate Paints Ltd provides a safe and healthy workplace to its employees. Dacrylate Paints Ltd expects that the occupational health and safety of employees is a priority for the supplier throughout all significant aspects of its activities.

Dacrylate Paints Ltd conducts its operations in a sustainable way and in compliance with environmental laws, legislations and regulations. Dacrylate Paints Ltd expects that environmental protection is a priority for the supplier in all significant aspects of its activities.

As a minimum, the supplier must comply with all applicable health, safety and environmental laws, legislations, regulations and standards. The supplier shall take appropriate action, such as policies, standards, procedures, contingency measures and management systems, in order to prevent occupational illnesses and work-related accidents and to provide a safe and healthy workplace to its employees.

The supplier shall also strive to reduce the impacts of its activities and products on the environment and work towards a total lifecycle view in product design, while maintaining its competitiveness.

In particular, you as a supplier will:

- Formally appoint a competent person to manage health, safety and environmental programmes and improvements
- Establish appropriate organisational structures and procedures for the effective management of health, safety and environmental risks
- Ensure that all employees are sufficiently aware of these risks and appropriately trained on the implementation of control measures
- Remove any waste generated on site as a result of activities completed
- Record and report incidents as required by law
- Provide appropriate and relevant HSE (Health, Safety and Environment) training for all personnel (and for non-employees where appropriate) and ensure that, such training is kept up to date and regularly refreshed as appropriate.

### 4. Material Compliance

At Dacrylate Paints Ltd we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict materials. Therefore, suppliers shall ensure that the goods provided to Dacrylate Paints Ltd are in compliance with the requirements covered under the scope of all relevant regulations.

We strongly encourage our suppliers and their supply chain to use and develop processes that are aligned with our objectives to deliver environmental sustainability. As part of their service offering to Dacrylate Paints Ltd, Suppliers should seek to minimise the associated use of energy, water and raw materials. They should also reduce waste, increase recycling and increase the use of renewables where possible. We expect suppliers to baseline the output associated with these activities, develop plans to enhance performance throughout the contract term and share their achievements with us.

In particular, you as a supplier will:

- Implement a policy regarding conflicting materials and exercise due diligence to investigate the source of these materials
- Respond in a timely manner to Dacrylate's requests for evidence of your compliance with these requirements
- Reduce reliance on plastic and actively look to refuse, reduce, reuse and recycle; switching to alternatives where possible

## 5. Anti-Corruption and Business Ethics

Dacrylate Paints Ltd promotes integrity and ethics in all aspects of its activities and expects the supplier to comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Additionally, the supplier must never make or approve an illegal payment to anyone under any circumstances.

Additionally, Dacrylate Paints Ltd expects from its suppliers that they will:

- Adhere to anti-trust and other competition laws
- Protect all confidential information provided by Dacrylate Paints Ltd and our respective business partners
- Respect intellectual property of others, including Dacrylate Paints Ltd
- Adhere to international trade regulations
- Act honestly at all times.
- Respect the human rights of all employees and the rights of the communities in which they operate.
- Comply with the laws of the United Kingdom and any other country in which they are operating or which may otherwise have an impact on its business operations.
- Never bribe or give any other improper advantage to any party (whether directly or indirectly), or receive the same from any party (whether directly or indirectly).
- Avoid any appearance of impropriety in business relationships or transactions.
- Keep full and accurate records of all payments made by any Supplier company or by third parties on behalf of Dacrylate Paints Ltd.

## 6. Governance

In order to ensure and demonstrate compliance with the Dacrylate Paints Ltd Supplier Code of Conduct, the supplier shall keep records of all relevant documentation, and provide supporting documentation to Dacrylate Paints Ltd upon request.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities upon reasonable notice, with or without support of a third party.

Compliance with the principles contained in the Supplier Code of Conduct is a measure that is taken into account in Dacrylate's supplier selection process. Whenever a situation of non-compliance is identified, Dacrylate Paints Ltd may work with the supplier to develop and implement a corrective action plan to improve the situation.

## 7. Supplier Responsibility

If any ethical or legal compliance issues arise that are likely to cause a breach of this Supplier Code of Conduct, the supplier is obliged to bring them forward.

Dacrylate Paints Ltd - Supplier Code of Conduct accepted by:

Company name:

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Signature:

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Print name:

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Position:

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Date:

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