

## Techniplas Supplier Code of Conduct and Declaration

### Statement

Techniplas commits to operate in an economically, socially and environmentally responsible manner. We require that all entities within the Techniplas Group, as well as its directors and employees, observe the highest standards of business and personal ethics, in the conduct of their duties and responsibilities. In the same manner, suppliers to Techniplas shall commit and adhere to, the same principles in their dealing with Techniplas. These principles are described below for our suppliers and shall be acknowledged per signature in the below Supplier Code of Conduct and Declaration.

This document is available at: <https://www.techniplas.com/core/resources/suppliers/>

We require that all Techniplas suppliers familiarize their organization and key stakeholders with this document and that our suppliers sign the following Supplier Declaration and return it to us at [Techniplas.Procurement@techniplas.com](mailto:Techniplas.Procurement@techniplas.com), or upload to our supplier portal at Jaggaer.com.

### Supplier Declaration

As a supplier to Techniplas or any of its subsidiaries and affiliates (“Techniplas”) we hereby declare that we will adhere to and comply with the following principles:

#### 1. Business Partners

We will, as a supplier to Techniplas, only retain employees, suppliers, subcontractors and other business partners that adhere to the ethical standards reflected in this declaration.

#### 2. Compliance with Laws and Regulations

We will, as a supplier to Techniplas, always comply with all applicable laws and regulations of the country where we conduct our business. In addition, we shall have internal verification procedures to assure that the legal requirements explicitly mentioned in this document, among all other legal requirements, will be followed.

#### 3. Fair Market Behavior

We will, as a supplier to Techniplas, comply with valid and applicable competition and antitrust laws. In particular, we, as a supplier, shall not execute anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market position.

#### 4. Import and Export Controls

We will, as a supplier to Techniplas, comply with all valid and applicable laws when importing and exporting goods and services.

#### 5. Improper Payments

We will, as a supplier to Techniplas, not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantage in business.

#### 6. Hospitality and Gifts

We will, as a supplier to Techniplas, recognize and follow Techniplas’s regulations for hospitality, gifts and expenses. Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of \$50 USD. Hospitality and gifts may, under no circumstances, be offered or received under or in connection

with contract bidding, evaluation or award. Techniplas employees are to courteously decline or return any kind of gift, favor or offer of excessive entertainment that violates these directions and inform the offeror of our policy.

#### **7. Conflict of Interest**

We will, as a supplier to Techniplas, not take part in, will not influence or attempt to influence in any decision which can give rise to any actual or perceived conflict of interest.

#### **8. Discrimination**

We will not, as a supplier to Techniplas, participate or condone illegal discrimination of persons due to background like ethnicity, sexual preference, age, gender or religion. We will treat all persons with dignity and respect and not interfere in the carrying out of their duties and responsibilities.

#### **9. Utilization of Children as Labor**

We will not, as a supplier to Techniplas, employ children below the age of 15 except as part of a governmental approved job training, apprenticeship or similar program.

#### **10. Forced Labor**

We will, as a supplier to Techniplas, uphold the human rights of workers, treat them with dignity, and respect as agreed by the international community. This applies to all our employees including temporary, migrant, student, contract, direct employees, and any other type of worker. Consequently, we award the rights to all employees as a bare minimum.

#### **11. Occupational Health and Safety Standards**

We will, as a supplier to Techniplas, provide and maintain a safe work place and take proactive measures to prevent occupational injuries and hazards. Further, we will implement effective emergency response procedures and maintain appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. We will provide the employees with appropriate personal protective equipment and ensure machinery and equipment are properly safeguarded to prevent injuries.

#### **12. Environmental Standards**

We will, as a supplier to Techniplas, recognize and adhere to Techniplas's environmental requirements based on national laws and regulations together with the ISO 14001 Environmental Management System. We will establish an environmental management system that effectively manage risks, conserves natural resources and protects the environment. Related efforts shall support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution.

#### **13. Responsible Waste, Hazardous Materials and Chemical Management**

We will, as a supplier to Techniplas, adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal. In addition, we will collect data from material manufacturers and for all components, to identify all substances that are in the final product, and initiate appropriate changes to achieve compliance and reduce risks.

#### **14. Conflict Minerals**

We will, as supplier to Techniplas, adopt policies and management systems conforming to the Organization for Economic Cooperation and Development (OECD) standards for responsible sourcing,

transparency, traceability and due diligence of the supply chains of so called “Conflict Minerals” (Tin, tantalum, tungsten and gold (3TG) mined in the Democratic Republic of Congo, as well as other named conflict zones around the world).

Place: \_\_\_\_\_ Date: \_\_\_\_\_

\_\_\_\_\_  
*(Supplier's signature)*

Signer's printed name: \_\_\_\_\_

Signer's title: \_\_\_\_\_

Company name: \_\_\_\_\_

Phone no.: \_\_\_\_\_

Registered address: \_\_\_\_\_

E-mail address: \_\_\_\_\_