

SUPPLIER CODE OF CONDUCT

Introduction

Corporate Social Responsibility is a core part of our strategy and we continually strive to improve our performance across all key areas of our operations to make INOVYN fully sustainable. We do this first and foremost by protecting the health and safety of our employees, the communities in which we operate and the users of our products. We, and those who work with us, also minimise the environmental impact from the production, storage, transport and disposal of our products. We demonstrate this through our leading position in industry programmes, such as VinylPlus™.

Sustainable development is also important for INOVYN. As a supplier, and part of our supply chain, it is a condition of doing business with us that you conduct your business in line with the values and principles outlined below. INOVYN reserves the right to conduct audits and assessments to verify your compliance with this Supplier Code of Conduct.

Safety, Health & Environment (SHE)

Protecting safety, health and the environment is a core guiding principle and the number one priority for everyone who works at or for INOVYN. We require all INOVYN suppliers (including subcontractors) to adhere to all INOVYN site rules when on our sites and to exercise personal responsibility to prevent harm to themselves, others and the environment by committing to the following:

- YOU meet all relevant legal requirements and regulations applying to safety, health and the environment;
- YOU manage SHE as an integral part of YOUR business through a formal management system that sets clear SHE standards/targets and monitors performance against them;
- YOU require all members of YOUR staff (and others who work on YOUR behalf) to adhere to the standards of YOUR SHE management system;
- YOU provide appropriate SHE information and training to YOUR employees, others who work for YOU or handle YOUR products;
- YOU identify and assess potential emergency situations and develop response plans and procedures to minimise harm to life, the environment and property;
- YOU require all members of staff (and others who work on YOUR behalf) to comply with the INOVYN Life Saving Rules

SUPPLIER CODE OF CONDUCT

and 10 Behavioural Safety principles when working on INOVYN premises;

- YOU use resources efficiently and reduce waste, as well as emissions to air, water and soil.

Whenever possible, suppliers should participate in industry-wide Responsible Care® and sustainable development activities and undertake initiatives that promote greater environmental responsibility.

Human Rights & Labour Practices

INOVYN understands the social impacts of its activities and maintains the standards expected of a responsible company. INOVYN expects all suppliers (including subcontractors) to protect the rights of their employees and comply with the following:

- YOU do not engage in or support the use of child labour;
- YOU do not engage in or support the use of forced labour (including modern slavery and human trafficking);
- YOU respect the right of YOUR employees to join trade unions of their choice and bargain collectively;
- YOU do not engage in or support discrimination in YOUR activities based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age;
- YOU do not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse;
- YOU comply with applicable laws and industry standards on working hours;
- YOU ensure that salaries paid to YOUR employees will always meet legal or industry minimum standards;
- YOU enable YOUR employees and other stakeholders to report concerns or potentially unlawful practices at the workplace (whistle blowing).

Business Ethics

It is INOVYN'S policy to comply fully with all legal requirements in its worldwide business activities. Our primary focus is on ensuring we do not engage in activities that are contrary to applicable laws and regulations. We require our suppliers to conduct business in a fair and ethical manner and apply the following requirements:

SUPPLIER CODE OF CONDUCT

- YOU do not knowingly engage in business associated with any activity that is corrupt or contravenes moral, legal or social codes of practice;
- YOU comply with all competition laws, whether domestic or foreign, which apply to YOUR operations anywhere in the world;
- YOU comply with all applicable export controls, regulations and trade sanction programmes in all the jurisdictions in which YOU operate;
- YOU prohibit bribery in any form and require transparency in all YOUR dealings;
- YOU disclose to INOVYN any information regarding potential conflicts of interest;
- YOU implement appropriate management systems to facilitate compliance with all applicable laws, regulations and standards;
- YOU protect all data and confidential information provided by INOVYN and its respective partners;
- YOU respect the intellectual property of INOVYN.

END OF DOCUMENT

V1 JULY 2019