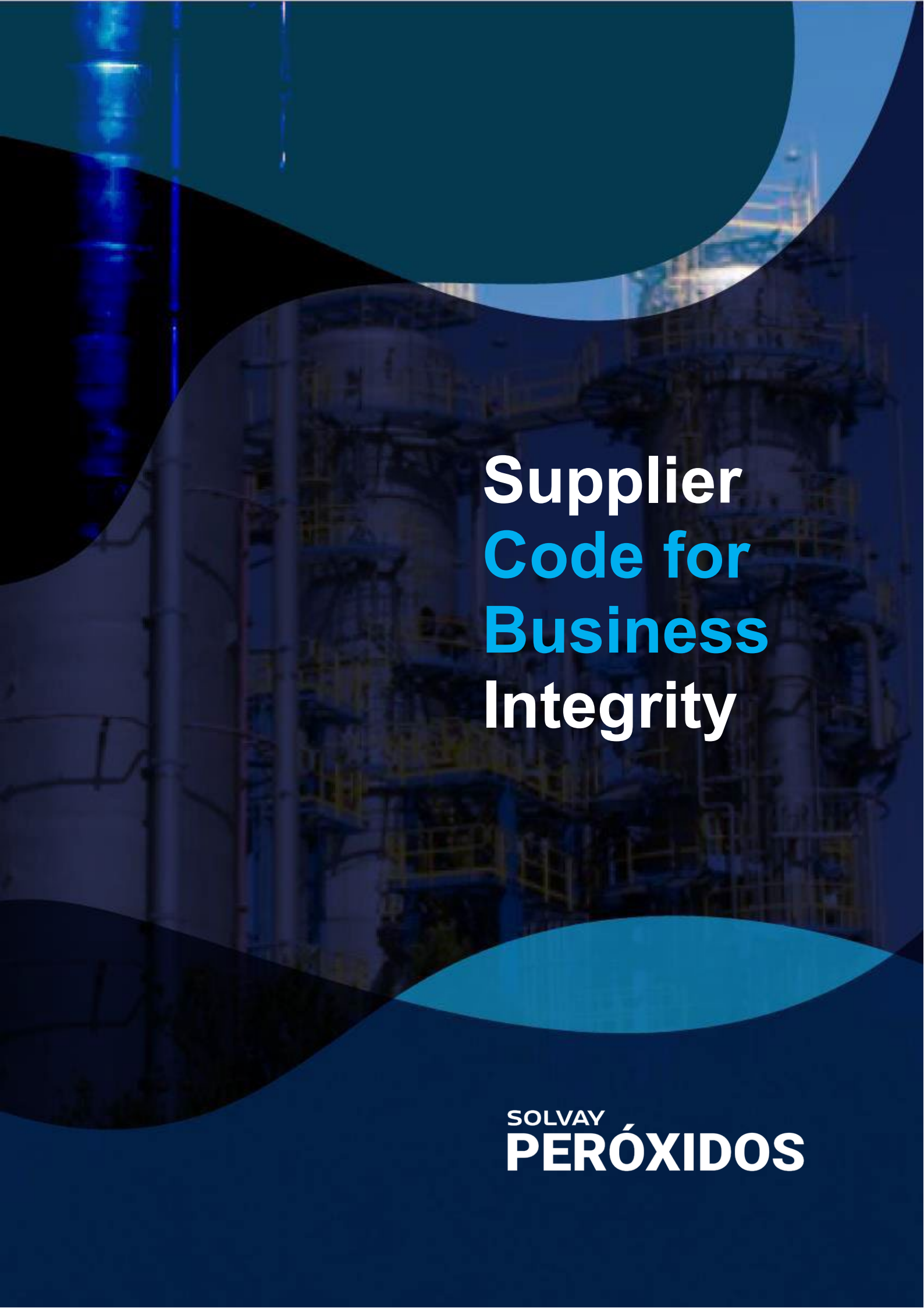




# Supplier Code for Business Integrity

SOLVAY  
**PERÓXIDOS**

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# INTRODUCTION

**At Peróxidos do Brasil and its affiliate companies (Peróxidos), integrity is non-negotiable: it is the ONLY way of doing business.**

Peroxidos' employees must act in accordance with the highest ethical and legal standards as described in our Code of Business Integrity.

We are committed to working with suppliers that share our values.

In order to provide clarifications with regards to our expectations, we have developed this Supplier Code for Business Integrity (the Code), which reflects our ethical standards and our commitment to providing integrated economic, social and environmental sustainability throughout our business activities. As part of the Solvay Group, these commitments include Corporate Social Responsibility Agreements established

with IndustriALL Global Union and the United Nations Global Compact. We seek to strengthen the partnerships formed with suppliers through means of transparency, collaboration, innovation and a consistent focus on achieving excellence. Peroxidos' Supplier Code of Business Integrity will allow us to strengthen these ties.

This Code applies to all suppliers of goods or services at Peroxidos, as well as subcontractors under its control.

The Code establishes the minimum requirements for acceptable ethical behavior and the level of legal compliance required to become a supplier at Peroxidos. We strongly encourage our suppliers to exceed the requirements established under this Code and consistently promote the implementation of best practices and initiatives for continuous improvement.



# 2 LEGAL COMPLIANCE AS PART OF COMMERCIAL INTEGRITY

**Suppliers must act in compliance with all applicable laws and regulations, as well as carry out their activities in an ethical manner.**

**Suppliers must adhere to the following items, without**

✓ Suppliers must not engage in or tolerate any form of corruption, bribery, extortion or fraud. Suppliers must not resort to acts of corruption in order to gain an unfair competitive advantage. Corruption refers to any act that violates any existing anti-corruption or money laundering prevention legislation implemented within the jurisdictions in which our suppliers operate. Bribery consists of providing, offering, soliciting or receiving any item of value (or any other form of advantage) in order to improperly influence decisions or the conduct of a person in a position of authority. Suppliers must not offer gifts or other benefits in order to obtain or retain business in an inappropriate manner.

✓ Suppliers must never offer or promise personal benefits either directly or through means of intermediaries in order to form or maintain business partnerships.

✓ Suppliers must record and provide information in an accurate, clear, and honest manner. Books, records and accounts must accurately reflect transactions, payments, and related events, in addition to comply with existing laws and adopted accounting procedures.





✓ Suppliers must avoid any situations that create an existing or potential conflict of interest. For example, a conflict of interest may arise whenever a relationship is maintained with a supplier that is a family member, close friend or acquaintance of a Peroxidos employee (buyer, service or operational manager). Suppliers must immediately disclose any existing or potential conflicts of interest to Solvay's Ethics and Compliance department or Peroxidos' Legal department.

✓ Suppliers must enter into competition on the marketplace in a fair manner and in accordance with the applicable antitrust legislation.

✓ Suppliers must comply with and support all legislation and regulations governing the export and import of products, technologies, services and information on a global basis. Suppliers in particular must comply with all applicable regulations governing negotiations in countries subject to embargoes or carried out with persons or organizations subject to embargoes.



# CONFIDENTIALITY

**Suppliers are expected to make use of confidential information and data in an appropriate manner, taking care to protect such information.**

Confidential information must be used for the purpose of executing the applicable purchase order or contract. Data and information may only be disclosed as necessary and/or as agreed upon between the parties through means of a contractual instrument. Any questions or concerns must be brought before the company's Legal department. Suppliers must provide their employees with adequate training.

*Any and all operational data belonging to Peróxidos, as well as the structure of its installations, is the company's exclusive property and must not be disclosed under any circumstances.*



# 4

## RESPECT FOR HUMAN RIGHTS

**Peróxidos is committed to working with suppliers that share the same respect for human rights and act in the interest of individuals, companies, and society as a whole.**

We encourage suppliers to adhere to the highest standards for the preservation and respect for human rights. Adherence to such standards includes the following aspects, among others:

✓ Suppliers must not make use of any form of child labor. They must comply with the legal minimum age requirements, as outlined in conventions from the International Labour Organization (ILO) and existing legislation in the countries in which suppliers carry out operations. Suppliers must not allow employees under 18 years of age to perform hazardous work.

✓ Suppliers must not carry out any form of forced or compulsory labor.

✓ Suppliers must respect the personal dignity, privacy, and rights of each employee. Suppliers must comply with the applicable legislation aimed at preserving the privacy of personal information in accordance with laws and regulations in place in jurisdictions in which Peroxidos carries out its business activities.

✓ Suppliers must ensure that their employees do not suffer any form of discrimination or harassment based on ethnicity, religion, national origin, gender identity, sexual orientation, disability, age, political opinions, family status or any other characteristic. Discrimination, which is marked by the unfair and prejudiced treatment of employees, will not be tolerated.



✓ Working hours must comply with applicable legislation. In the absence of applicable legislation or a collective bargaining agreement, working hours must not exceed 60 hours per week, including overtime, and a minimum of one day of rest must be provided per week.

✓ The remuneration received by suppliers' employees must correspond to legally established minimum values, including overtime, and adhere to industry standards. Suppliers must provide wage payments on a regular basis and inform their employees of the means in which their salaries are calculated in a transparent manner. Suppliers must not carry out deductions from wages without authorization from their employees, unless they are permitted to do by law.

✓ Suppliers must ensure that their employees are able to communicate freely and openly with their directors about working conditions.

✓ Employees must have the freedom to voluntarily join any organizations of their choice, such as trade unions, or to refrain from joining such organizations if they wish to do so. Suppliers must not threaten or penalize their employees for making any effort to organize or enter into collective bargaining agreements, wherever permitted under the laws of the country in which such employees are located, nor may they discriminate against their employees on the basis of membership in organizations.

✓ Peroxidos is concerned with the trade of certain minerals known as "Conflict minerals" (tantalum, tin, tungsten, gold and cobalt) originating from specific regions in the Democratic Republic of Congo (DRC) and bordering countries (Angola, Burundi, Central African Republic, the Republic of Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia) and the manner in which such activities may contribute to abuses of human rights. Suppliers must cooperate fully in ensuring that Peroxidos is able to source materials in a responsible manner without supporting specific conflicts or human rights abuses.

✓ Suppliers must ensure that their respective employees are able to report behaviors that may constitute a violation of any requirements set forth in the Supplier Code of Business Integrity in accordance with their own reporting mechanisms. In the absence of an internal reporting mechanism, supplier employees may always file a report through the Solvay Group's Ethics Helpline.





# GUARANTEERING HEALTH AND SAFETY

**During all operations and the provision of products and services, suppliers must actively seek to preserve individual and collective health and minimum risks to personal safety, including that of employees, subcontractors and other parties, as well as users and members of the community.**

In the workplace, in particular, suppliers must health and safety with regard to work sites and working conditions, as well as guarantee their employees the same working and rest conditions granted to Peróxidos employees, in accordance with applicable legal provisions. If suppliers carry out work or provide services at Peroxidos' facilities, they must comply with, and ensure that their respective employees comply with, all legal standards and health, safety and environmental regulations from Peroxidos that apply to such facilities.



# 6 ENVIRONMENTAL PROTECTION

**We expect that suppliers seek to minimize environmental impacts throughout all operations and the provision of products and services.**

**These efforts necessarily include, among others:**

- ✓ Suppliers are responsible for managing, measuring, and minimizing environmental impacts related to the use of their facilities and transport, including reducing emissions, the generation of waste, and the consumption of energy, and water.
- ✓ Suppliers must comply with all local regulations or, in their absence, applicable international standards.
- ✓ Suppliers are encouraged to implement initiatives that support the sustainable use of renewable resources.



# 7 SUSTAINABILITY

**Sustainability is a key component of Peróxidos' business strategy.**

We expect our suppliers to embody the principles mentioned in this Code within their respective organizations and adopt an approach marked by a commitment to continuous improvement.

In order to guarantee compliance with these principles, Peroxidos may request that suppliers carry out an independent sustainability assessment or sustainability audit based on their risk profile or strategic importance.



# 8 COMMUNICATION

Suppliers must inform their respective employees and subcontractors and ensure that they comply with the provisions contained in this Code.

Any supplier or third party that would like to report a concern, or ethical or legal violation may do so through the Solvay Group's Ethics Helpline, which is available on Peróxidos' website at: <https://www.peroxidos.com.br/pt>







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