

# AnQore Supplier Code of Conduct

[www.anqore.com](http://www.anqore.com)



**AnQore is a specialist chemical supplier dedicated to the reliable, secure and continuous supply of acrylonitrile, hydrogen cyanide, sodium cyanide, acetonitrile and various other specialty products.**

AnQore believes that being a reliable producer implies a responsibility to involve our suppliers, contractors and agents in our pursuit for economic performance, environmental quality and social responsibility in our own company as well as in our value chains. We therefore expect suppliers and contractors to express their willingness and intent, also on behalf of their subsidiaries, to globally and/or locally comply with this code and we expect our suppliers to have a similar approach with their suppliers. Through active engagement and periodic evaluation of our suppliers, we aspire to achieve an adequate implementation of the Supplier Code of Conduct, to continuously improve business conduct and to leverage our suppliers' unique competences that contribute to People, Planet and Prosperity.

## Compliance

We expect suppliers to use a proactive approach in establishing and maintaining the standards set forth in the Code, including the collection and evaluation of adequate and timely information, the establishment of relevant, measurable objectives and targets, and the regular monitoring and verification of progress. Suppliers operate in full compliance with international, national and local laws and regulations that are applicable to their business operations, including the European Chemicals Regulation (Regulation (EC) No. 1907/2006 REACH) and Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and any comparable legislation. Supplier shall also obtain all the necessary permits. Local industry standards prevail in cases where these are more stringent than local legal requirements.

AnQore's employees are expected to report to their management any practices in dealings with business partners that are in violation of the Code.

- Conflicts of interest - suppliers disclose to AnQore all available and legally disclosable information about conflict of interest including major financial interests of an AnQore employee in any of suppliers' businesses
- Confidentiality - suppliers protect all confidential information provided by AnQore and its respective business partners

In the following paragraphs we present the AnQore Supplier Code of Conduct along the three business pillars of People, Planet and Prosperity.

## People: the human dimension

- Non-discrimination - suppliers do not discriminate in any manner on the basis of race, ethnic background, nationality, age, religion, gender, sexual orientation or disability
- Forced labor and child labor - suppliers do not use forced labor or child labor; suppliers act in line with Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor) of the International Labor Organization.
- Health and safety - with respect to health and safety, suppliers implement strict policies with the aim of creating an incident- and injury-free work environment and of preventing the occurrence of occupational illness and health problems associated with its activities. At all levels, suppliers play an active role in identifying and rectifying unsafe situations within their business and the supply chain, to improve working conditions for the ecosystem.
- Life Saving Rules - suppliers agree to implement and comply with industry best practices for life saving rules such as, but not limited to:
  1. Work with a valid permit when required
  2. Test the quality of the internal atmosphere before entering a confined space
  3. Lock out, tag out and try out before work on machines or equipment begins
  4. Obtain authorization before line breaking
  5. Obtain authorization before overriding or disabling safety critical equipment

6. Protect yourself against a fall when working at height
7. Lifting and hoisting - do not enter a dangerzone where objects can fall
8. Only smoke in designated areas - no drugs or alcohol at work

- Freedom of association - suppliers respect the right of their employees to freedom of association and collective bargaining
- Fair remuneration - suppliers pursue a fair remuneration policy with due recognition for performance
- Working hours – suppliers do not force their employees to work excessive hours. In case employees are asked to work overtime, their extrawork is compensated in line with local legislation

#### Planet: the environmental dimension

- Eco footprint - suppliers demonstrate continuous environmental improvements including but not limited to air quality, noise pollution, waste and hazardous substance management, reliance on scarce natural resources by means of clear ambitions, targets and improvement policies
- Product stewardship - in accordance with the principles of product stewardship, suppliers identify the risks and environmental impact attached to their products during the sourcing, production, distribution and transportation processes and look for opportunities to reduce these. In this context, suppliers share relevant knowledge, expertise and experience within the value chains
- Continuous improvement - suppliers continually evaluate and improve their products, working methods, production processes and services. Suppliers ensure that these changes are executed in a controlled way and are acceptable to their customers and stakeholders
- Waste - suppliers have in place or shall establish a procedure for the safe handling, storage, transportation, utilization and disposal of waste in accordance with the applicable legislation
- Information - suppliers provide relevant stakeholders with clear information about the environmental and safety aspects of their products and production processes

- Safety and health risks for local residents - suppliers shall systematically and regularly evaluate, or shall employ the services of an external party to evaluate, the impact of their activities on local residents, for example safety aspects, emissions, and waste from regular activity. The results are documented and should be made available upon request
- Emergency response - suppliers make a reasonable effort to implement an emergency response program that addresses the most likely anticipated emergencies in accordance with local legislation

#### Prosperity: the economic dimension

- Local community – suppliers guarantee healthy and safe living conditions to local residents, support local job creation, local sourcing, education provisioning, and infrastructure development
- Free and fair competition – in compliance with local regulation, suppliers engage in a free and fair competition that supports overall economic prosperity
- Gifts - suppliers respect that AnQore employees and business related external stakeholders do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of the decisions made by AnQore, the external stakeholders or the supplier. Suppliers are aware of and adhere to our requirements
- Transparent accounting - suppliers' accounting records and supporting documents show a true, fair, complete picture and reflect the nature of the underlying transactions
- Business continuity - suppliers strive to maintain policies and plans that mitigate exposure to terrorism, crime, threats, pandemics, natural disasters and related major accidents and/or incidents

**Supplier name** .....

**Supplier representative** .....

**Date**

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**Signature**