

CALDERYS SUPPLIER ENVIRONMENTAL, SOCIAL & GOVERNANCE STANDARDS

Reference version: PuD-Po-r0-en Supplier ESG Standards
Last updated: April 2023



CALDERYS COMMITMENTS

Calderys is committed to acting as a responsible corporate citizen worldwide, with the aim to fully align with the United Nations Global Compact and the United Nations Sustainable Development Goals. We believe that high standards for social and environmental behavior in all of our businesses are essential and as business partners, we expect our Suppliers¹ to follow the same principles. These principles and commitments are expressed in the Calderys Group Code of Business Conduct and Ethics and are the framework upon which the Calderys Group's sustainability ambitions are based. The international standards behind the Calderys Group Code of Business Conduct and Ethics and our shared commitment to leadership, integrity, transparency, and respect for all relevant laws and regulations serve all stakeholder interests.

SUPPLIER COMMITMENTS

The following standards (the Standards) outline the minimum requirements Calderys expects from all its Suppliers. The Standards are based on the fundamental principles of Human Rights, as defined by the Universal Declaration of Human Rights (United Nations 1948), the Fundamental Conventions of the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (2011) and the Ten Principles of the UN Global Compact (2000).

Calderys Suppliers shall always comply with all applicable laws and regulations.

HEALTH AND SAFETY

- Comply with all applicable occupational health and safety regulations.
- Implement a health & safety management system in line with recognized international standards.
- Comply with applicable Calderys and/or Calderys customers occupational health and safety policies and protocols for any works being undertaken by Suppliers on Calderys sites and/or Calderys customers sites.
- Identify, assess, and mitigate all health & safety hazards to as low as reasonably practicable.
- Take the necessary actions to prevent accidents, work-related injuries and occupational illnesses.
- Ensure that all workers exposed to specific health & safety hazards received effective and appropriate training.
- Provide the workers under Supplier's responsibility with the appropriate personal protective equipment.

HUMAN RIGHTS

- Respect internationally proclaimed human rights of all employees, contractors, and third-party employees as well as the communities in which they live.
- Prevent child labor in full accordance with the ILO conventions including the age limits and type of work permitted.
- Eliminate all forms of forced and compulsory labor in full accordance with the ILO conventions and the Modern Slavery Act (2005).
- Prevent and take corrective actions against any form of harassment or discrimination based on race, gender, age, nationality, religion, sexual orientation, marital, parental, and family status, ethnicity, disabilities, political or trade union affiliation, or any other dimension.

¹ The term Supplier in the Standards also includes Calderys contractors and subcontractors.

- Take decisions concerning employment based on relevant and objective criteria such as competence, experience, and performance.
- Promote and develop inclusion to ensure sustainable diversity of the workforce.
- Uphold the freedom of association and the right to collective bargaining. (In countries where the right to freedom of association is regulated, restricted, or prohibited by law, the Supplier does not hinder alternative forms of independent and free Worker representation.)
- Comply with the legal limits, as defined in applicable local regulations and/or in applicable collective conventions, for employee compensation and working hours.

ENVIRONMENT MANAGEMENT

- Comply with all applicable environmental regulations.
- Implement an environmental management system in line with recognized international standards.
- Comply with applicable Calderys and/or Calderys customers environmental policies and protocols for any works being undertaken by Suppliers on Calderys sites and/or Calderys customers sites.
- Ensure that all environmental risks and impacts are identified, assessed, and mitigated to as low as reasonably practicable.
- Control the consumption of energy, water, and raw materials to maximize the sustainable use of resources.
- Limit the production of waste and promote waste recovery and/or elimination.
- Promote the development and dissemination of environmentally friendly practices, including through effective and appropriate training.

CLIMATE CHANGE

- Take the necessary actions to reduce the impacts of climate change associated with the Supplier's own value chain, including defining greenhouse gas emission reduction targets (Science-based targets) aligned with international commitments.
- Provide information on greenhouse gas emissions or energy consumption data associated with the materials or services provided to Calderys, if requested.

FAIR OPERATING PRACTICES

- Comply with all applicable national and international antitrust and trade control regulations.
- Avoid all public and private corruption, both passive and active, including extortion, bribery, influence peddling, facilitation payments, or favoritism.
- Abstain from any direct or indirect support to non-state armed groups, especially through the extraction, transport, trade, handling, or export of minerals (procuring minerals from, making payments to, or otherwise providing logistical assistance or equipment to).
- Respect the rights of local communities, particularly vulnerable groups.
- Ensure the respect of human rights by public or private security forces used for the protection of the Supplier's sites or assets.
- Provide information on the traceability of the sites where raw materials are extracted and processed or where materials purchased by the Suppliers are manufactured, if requested.

PRODUCT SUSTAINABILITY

- Comply with the laws and standards that are applicable in the country or countries where Supplier's products are delivered.
- Provide information on the registration of Supplier products in specific jurisdictions, if applicable and requested.

- Provide information on the environmental, health, and safety impacts of Supplier products or manufacturing procedures associated with materials or services provided to Calderys, if requested.

Suppliers shall make every effort to cascade these requirements to their own suppliers, contractors, and subcontractors, in general, and in particular among those involved in manufacturing products or providing services for Calderys.

SUPPLIER COMPLIANCE

Our relationships with our Suppliers are based on mutual trust and respect. Calderys' purchasing processes are based on Supplier selection criteria that are objective, fair, and loyal, with the goal of ensuring fair treatment. All confidential observations, discussions, and written information received from our Suppliers associated with the Standards shall be treated confidentially by Calderys, our employees, and any appointed third-party organizations.

Compliance with the requirements of the Standards is considered a prerequisite for working with Calderys. Calderys shall verify compliance through one or several of the following control measures:

- **Self-declaration:** All Suppliers shall sign the statement below committing to compliance with the Standards and send it back to your Calderys contact.
- **Self-assessment:** Suppliers may be asked by Calderys on a reasonable basis to complete a specific questionnaire related to compliance with the Standards.
- **Audit:** Calderys or a third party acting on its behalf may launch on a reasonable basis on-site (with prior information) or distant reviews to verify the Supplier's compliance with the Standards.

Calderys reserves the right to immediately devise and implement necessary actions to mitigate impacts associated with non-compliance with the Standards by the Supplier. In case Calderys has a reasonable suspicion that Supplier is directly committing a serious violation of the Standards or sourcing from any party committing a serious violation of the Standards, Calderys may suspend or terminate the relationship with Supplier, with immediate effect, and the Supplier shall not be entitled to any indemnity of any kind for such a suspension or termination.

Suspected violations of Calderys Group Code of Business Conduct and Ethics by Calderys or Calderys employees should be reported to Calderys or can also be reported through our whistleblowing hotline, which is secured and confidential.



SUPPLIER SELF-DECLARATION

COMPANY NAME:

COMPANY TAX ID OR VAT NUMBER:

COMPANY DETAILS: Street Address
City
Country
Postal Code

We hereby confirm that we have read, and understood and that we agree to comply with the terms in the Calderys Supplier Environmental Social and Governance Standards. We acknowledge and agree that Calderys may immediately devise and implement necessary actions to mitigate impacts associated with non-compliance with the Standards by our Company. In the case Calderys has a reasonable suspicion that our Company is directly committing a serious violation of the Standards, or sourcing from or linked to any party committing a serious violation of the Standards, Calderys may suspend or terminate the relationship with our Company and our Company shall not be entitled to any indemnity of any kind for such a suspension or termination.

NAME:

FUNCTION:

SIGNATURE: