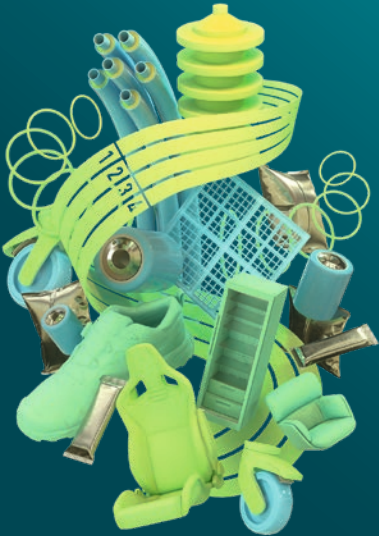


CODE OF CONDUCT FOR SUPPLIERS



PLIXXENT.

PLIXXENT CODE OF CONDUCT FOR SUPPLIERS

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PREAMBLE

PLIXXENT (hereinafter referred to as ["PLIXXENT"]) offers innovative technologies based on polyurethane. As a specialist for standard solutions and customized systems, PLIXXENT accompanies customers along the entire value chain – from initial consultation to after-sales support. Sound expertise in the development, production and processing of polyurethanes, flexibility in the procurement of raw materials and a European team with decades of experience make PLIXXENT a reliable and powerful partner. PLIXXENT is actively committed to sustainability and responsible behavioral.

PLIXXENT is aware of its responsibility within its own organization, towards customers and suppliers as well as towards the climate and society. In particular, PLIXXENT is guided by the values of integrity and fairness, regardless of whether its activities take place in Germany or abroad. PLIXXENT therefore supports or follows initiatives, laws and principles such as the OECD Guidelines for Multinational Enterprises, the German Supply Chain Due Diligence Act, the United Nations Sustainability Goals and others and undertakes to anchor these in its corporate principles and procedures. In addition, PLIXXENT is a signatory to the chemical industry's Responsible Care Global Charter. This means that we at PLIXXENT are expressly committed to the continuous improvement of our performance in the areas of occupational health and safety, climate protection and product stewardship.

PLIXXENT wants to work with its suppliers (hereinafter referred to as "Business Partners") to further develop its sustainability performance in the supply chain. The success of the cooperation between PLIXXENT and its Business Partners is based on mutual trust, transparency, reliability and fairness. This Code of Conduct defines PLIXXENT's requirements for responsible business practices, human rights and labor standards, environmental protection and product safety. PLIXXENT assumes responsibility for the implementation of ethical, social and environmental standards in its own organization and expects its suppliers to comply with the principles set out in this Code of Conduct and to take appropriate account of them in their own supply chain.

 **#BETTERTOGETHER**

1. COMPLIANCE WITH LAWS, RECOGNIZED HUMAN RIGHTS AND LABOR STANDARDS AND GUIDELINES

The Business Partner undertakes to comply with the applicable national laws and the relevant internationally recognized norms, guidelines and principles in all business actions and decisions, in particular the principles of the Universal Declaration of Human Rights, the conventions of the United Nations Organization, the core labor standards of the International Labor Organization (ILO), the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Compliance with the general and this Code of Conduct of PLIXXENT and the applicable norms and standards may not be canceled out by subsidiary agreements such as deviating contractual agreements or other comparable measures. If national and international regulations do not coincide, the Business Partner should adhere to the standard that provides greater protection for those affected.

2. PREVENTION OF CORRUPTION

The Business Partner undertakes to comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. In all dealings with customers, suppliers, and public institutions, the Business Partner shall ensure that company interests are strictly separated from personal interests. No gifts, hospitality, or other benefits may be offered or accepted to influence business decisions. The Business Partner shall implement internal controls, conduct regular training, and establish a whistleblower mechanism to prevent and detect corruption. These obligations shall also apply to subcontractors and agents. The Company reserves the right to audit compliance with these requirements.



3. ANTITRUST AND COMPETITION LAW

The Business Partner shall ensure compliance with the relevant national and international antitrust laws and laws against unfair competition, including price or condition agreements with competitors or other forms of agreements restricting competition, in particular agreements with competitors that have the hidden objective of market sharing or customer sharing.

4. PRIVACY AND DATA PROTECTION

The Business Partner undertakes to comply with the provisions of the applicable data protection laws. Personal data may therefore only be collected, processed or used insofar as this is necessary for specified and legally permissible purposes. The use of such data must be transparent to the data subject (the person to whom the data relates); the Business Partner undertakes to comply with all laws governing the communication and reporting of personal data and the revocation of consent to the use, blocking and deletion of personal data.

In addition, the Business Partner shall respect individuals in a manner consistent with the right to privacy and shall ensure not to unlawfully and/or arbitrarily interfere with an individual's privacy.



5. EXPORT AND IMPORT

The Business Partner undertakes to comply with applicable import and export, and customs laws and regulations, including but not limited to official sanctions, embargoes, and trade restrictions imposed by the United Nations, the European Union, the United States, and other relevant jurisdictions.



The Business Partner shall ensure that no goods, services, software, or technology are directly or indirectly exported, re-exported, transferred, or provided to any individual, entity, or country subject to trade sanctions or listed on any denied parties list.

The Business Partner is responsible for conducting appropriate due diligence and screening to prevent violations and shall implement internal controls, training, and monitoring systems to ensure ongoing compliance.

Any breach of this clause shall be considered a material violation and may result in immediate termination of the business relationship.

6. PROHIBITION OF CHILD LABOR

The exploitation of children and young people cannot be tolerated in any form. The Business Partner is expected to prohibit all forms of child labor in its operational processes. The Business Partner must also comply with the minimum age for admission to employment. Where national law regulating child labor or the minimum age for admission to employment prescribes stricter criteria, this law shall take precedence.

7. PROHIBITION OF FORCED LABOR AND ANY OTHER FORM OF MODERN SLAVERY

No form of forced and/or compulsory labor can be tolerated. This means that the Business Partner may not impose any form of involuntary employment or employment under threat of punishment or other sanctions, including compulsory overtime, indentured labor, forced prison labor, slavery or debt bondage. In addition, the Business Partner hereby undertakes to take measures to eliminate forced labor or any form of modern slavery.

8. HEALTH AND SAFETY IN THE WORKPLACE AND ACCIDENT PREVENTION



A key business objective of PLIXXENT is to prevent accidents in the workplace and work-related illnesses. Our constant aim is to ensure the well-being and satisfaction of our employees, which at the same time contributes to the success of our company. We therefore expect the Business Partner to ensure a safe, healthy and hygienic working environment and to take the necessary measures to prevent all forms of work-related accidents and health impairments.

As part of these efforts, the Business Partner undertakes to comply with internationally recognized occupational safety standards. In addition, the Business Partner is expected to promote the continuous improvement of the working environment and to prioritize the safety-related training of employees.

9. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The Business Partner shall ensure that the fundamental right of its employees to freedom of association and the right to collective bargaining are upheld within the framework of national laws. The Business Partner shall adopt an open attitude towards the activities of trade unions and their organizational activities. Employee representatives are not discriminated against and have access to exercise their representative functions in the workplace. In cases where national laws restrict the right to freedom of association and/or the right to collective bargaining, the Business Partner shall make every effort to ensure that the free and independent association of employees for the purpose of collective bargaining is possible and actively granted.

10. EQUAL TREATMENT

PLIXXENT expects all its Business Partners and suppliers to integrate equal treatment of all employees as a central principle in their company policy (including recruitment, remuneration, benefits, promotion and termination of employment). The Business Partner must therefore eliminate and prevent any form of discrimination based on (but not limited to) ethnic, national or social origin, skin color, gender, age, religion, ideology, political orientation and/or activity, membership of a trade union or employee representative body, disability, sexual identity or orientation or other personal characteristics or preferences. The Business Partner shall promote equal opportunities in employment and ensure that the applicable statutory provisions are always complied with. Equal treatment also includes equal pay for work of equal value.



11. REMUNERATION AND SOCIAL BENEFITS

The Business Partner should ensure that the wages it pays its employees are appropriate. The appropriate wage is at least the applicable statutory minimum wage, or the minimum wage set for the industrial sector. In addition, the Business Partner shall provide its employees with social benefits that comply with the applicable national or local standards. In any case, wages should always be sufficient to meet basic needs and provide a certain amount of disposable income. Wages are paid on time and written and understandable information about wages is provided.

12. ENVIRONMENTAL IMPACTS THAT MAY HAVE NEGATIVE CONSEQUENCES FOR CERTAIN HUMAN RIGHTS

The Business Partner undertakes to avoid harmful soil changes, air, noise and water pollution, harmful noise emissions or excessive water consumption that could impair the resources required for the preservation and production of food, as well as actions that hinder access to drinking water and sanitary facilities or damage the health of individuals.

13. LAND RIGHTS

When acquiring, developing or utilizing land, the Business Partner shall ensure that the prohibition of unlawful eviction and deprivation of land, forests and waters is observed, especially if their use secures the livelihood of a person.

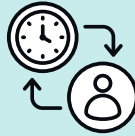


14. ABUSE OF FORCE BY PRIVATE OR PUBLIC SECURITY FORCES

When hiring public or private security forces to protect the company's projects, the Business Partner shall ensure through appropriate instructions or controls that the security forces do not interfere with the right to freedom of assembly, do not physically harm employees and refrain from any form of inhuman or degrading treatment.

15. LIMITATION OF WORKING HOURS

The working time structures introduced by the Business Partner must comply with the applicable national laws, industry standards and the relevant ILO conventions.



16. REGULAR EMPLOYMENT

The Business Partner must ensure that work is performed based on a recognized employment relationship that is defined by national laws and practices. Obligations arising from the regular employment relationship may not be circumvented using other types of contractual arrangements.

17. PROHIBITION OF HARASSMENT OR INHUMANE TREATMENT

The Business Partner shall ensure that measures are implemented to prevent threats of physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation.

18. DISCIPLINARY MEASURES AND DEALING WITH EMPLOYEES

PLIXXENT expects its Business Partner to treat its employees with dignity and respect. Sanctions, fines, other penalties or disciplinary measures may only be imposed in strict compliance with applicable national and international laws and standards and internationally recognized human rights. The most important ILO conventions are the Working Hours (Industrial Establishments) Convention, 1919 (No. 1) and the Working Hours (Trade and Offices) Convention, 1930 (No. 30).

The Business Partner shall ensure that no employee is subjected to verbal, psychological, sexual and/or physical violence, coercion or harassment. Deduction of wages as a disciplinary measure is not permitted.



»» 19. LOCAL COMMUNITIES AND INDIGENOUS PEOPLES

The Business Partner acts responsibly in the local community, respects the concerns of local residents and ensures healthy and safe living conditions. The Business Partner respects the rights of indigenous peoples to the land, territories and resources that they have traditionally owned, occupied or otherwise used or acquired.

»» 20. ACCESS OF WORKERS TO ADEQUATE FOOD, CLOTHING, WATER AND SANITATION IN THE WORKPLACE

The Business Partner shall not restrict access to adequate food, clothing, water and sanitation in the workplace. If the company provides housing, the Business Partner shall ensure access to adequate housing.

»» 21. ENVIRONMENTAL AND CLIMATE PROTECTION

The protection of people and the climate is an integral part of PLIXXENT's policy. PLIXXENT therefore expects the Business Partner to take appropriate measures to reduce the climate-relevant effects of its business activities, to actively protect the climate and the environment in accordance with internationally applicable standards and legal provisions and to continuously improve the effectiveness of its efforts in this regard. This includes avoiding emissions and waste wherever possible and continuously increasing resource efficiency.



»» 22. WASTE AND EMISSIONS



PLIXXENT requires the Business Partner to maintain procedures and systems that ensure safe handling, transport, storage, recycling, reuse and management of raw materials, other business materials and waste. The Business Partner hereby undertakes to minimize the generation and disposal of waste and any form of release or emission of materials into the air, water and/or soil that could have a negative impact on human health, ecosystems and/or the climate.

In addition, the Business Partner must ensure that all business materials and waste are handled and treated in an appropriate manner before they are released into the environment, should this be unavoidable. Business Partner shall prevent or, if unavoidable, minimize the accidental release, emission and/or spillage of hazardous substances into the environment by implementing and actively maintaining the appropriate procedures and systems.

Furthermore, PLIXXENT expects the Business Partner to implement and maintain procedures and systems that continuously and sustainably optimize its consumption of all relevant resources such as energy, water and raw materials.



23. PROCESS SAFETY

PLIXXENT requires the Business Partner to implement and maintain a formal management system to control its business processes in accordance with recognized safety standards. If necessary, the Business Partner shall carry out site and/or plant-specific risk analysis. Business Partner shall take reasonable measures to prevent incidents at all sites and facilities, e.g. (but not limited to) chemical emissions and/or explosions.

24. PRODUCT SAFETY

The Business Partner must comply with all relevant national and state-specific laws and legal provisions on product safety. In addition, Business Partner must provide all relevant product information, in particular on the composition, use (in particular processing instructions, installation instructions and occupational safety measures) and, if applicable, the disposal of its products, in good time before the product delivery or service provision and must label products properly.

In addition, the Business Partner undertakes to provide PLIXXENT with complete documentation on the legal conformity of the products and services it provides, including (but not limited to) safety data sheets and product labeling regulations.

25. TRAINING AND QUALIFICATION

The Business Partner is expected to promote and develop the skills of its employees through appropriate training and development programs.

26. COMPLAINT AND WHISTLEBLOWER MECHANISMS

The Business Partner shall establish and maintain effective, accessible, and confidential compliant mechanisms that enable employees to report possible violations of this Code of Conduct. The mechanism must allow for anonymous reporting where legally permissible and ensure protection against retaliation for individuals reporting in good faith. Multiple reporting channels (e.g. hotline, email, online portal) should be provided, and mechanisms must be available in relevant local languages.

Reports shall be reviewed by impartial personnel, and all complaints must be investigated promptly and thoroughly. The Business Partner shall regularly train employees on the use of these mechanisms and monitor their effectiveness to ensure continuous improvement. Confirmed violations must result in appropriate corrective actions, and the Business Partner shall ensure that lessons learned are integrated into future prevention efforts.



» 27. IMPLEMENTATION

The Business Partner hereby undertakes to actively inform its direct suppliers of the requirements of this Code of Conduct and to ensure compliance with them.

If the Business Partner has already implemented its own code of conduct or a formal company policy that includes all the requirements listed in this Code of Conduct, PLIXXENT will require the Business Partner to provide evidence that it fully complies with these requirements.

If the Business Partner has not implemented its own code of conduct or formal company policies, it hereby agrees to comply with this Code of Conduct and all requirements contained therein as described above. Business Partner shall implement effective risk management processes in all areas addressed in this Code of Conduct and with respect to all applicable legal requirements.

PLIXXENT expects its Business Partner to disclose (upon request) risks and/or violations of the requirements set out in this Code of Conduct that have been identified in its own business and/or supply chain. The Business Partner shall implement appropriate measures to drive and ensure the fulfillment of the expectations set out in this Code of Conduct in its own supply chains.



» 28. REVIEW

PLIXXENT reserves the right to monitor and verify its Business Partners' compliance with the requirements of this Code as described above, either through its own employees, independent third parties, certifications or other forms of official assurance, or through subject-specific on-site audits.

» 29. SANCTIONS

PLIXXENT will treat any serious breach by the Business Partner of the obligations, requirements and provisions of this Code as a material breach of contract and will therefore consider appropriate legal action on a case-by-case basis. The Business Partner will be given the opportunity to take appropriate corrective action. PLIXXENT reserves the right to suspend and/or terminate the business relationship.

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