

# Supplier Code of Conduct

Date of last review: 28 March 2024

Globachem nv

Brustem Industriepark, Lichtenberglaan 2019, B-3800 Sint-Truiden, BELGIUM

T. +32 11 78 57 17 | E. [globachem@globachem.com](mailto:globachem@globachem.com) | [www.globachem.com](http://www.globachem.com)

BTW/VAT: BE 0473.590.226 | RPR Hasselt | BIC: KREDBEBB | IBAN: BE13 7350 0204 2139

## Our commitment

At GLOBACHEM NV, we are committed to conducting business in an ethical, legal, and socially and environmentally responsible manner in accordance with our company values.

We aim to build durable and mutually beneficial relationships with our suppliers. As such, we expect our suppliers to share this commitment to sustainability and, therefore, we have established this Supplier Code of Conduct.

We acknowledge that our suppliers operate in different international regions with their own cultural and legal environments. Therefore, this document outlines our basic expectations towards our suppliers, including vendors, service providers (incl. toll manufacturing), independent contractors and consultants regarding human and labour rights, working conditions, ethical business practices, data privacy and security, and environment. We view compliance with this Supplier Code of Conduct as one of the requirements of conducting business with GLOBACHEM NV.

We believe that adhering to this Supplier Code in our shared business operations significantly benefits society and the environment for both present and future generations. We look forward to further improving and promoting sustainability throughout our supply chain together with all our supplier.

Yours Sincerely,

Mrs. Els Paesmans,  
Permanent representative  
BV K&E, Director

Mr. Koen Quaghebeur,  
Permanent representative  
BV GLOB-AGRO, Director

---

DocuSigned by:

*Els Paesmans*

1A4C264394EC4EF...

---

DocuSigned by:

*Koen Quaghebeur*

865B547FE8DF416...

## **1. Human and labour rights, working conditions**

### **1.1. Human rights**

Suppliers must uphold the human rights of their employees and treat them with dignity and respect. This includes the prohibition of any form of discrimination, harsh or inhumane treatment, and upholding the rights of indigenous peoples and local communities.

### **1.2. Modern slavery and human trafficking**

Suppliers acknowledge that they will take all reasonably expected measures for preventing and combating all forms of modern slavery and human trafficking within its operations, supply chains, and any part of its business or related entities.

### **1.3. Child labor**

Suppliers warrant that they do not employ or make use of child labour in any stage of their manufacturing or service delivery processes. Suppliers commit to adhere strictly to the minimum age provisions of applicable laws and regulations in their country or countries of operation.

### **1.4. Freedom of association**

GLOBACHEM NV obligates its suppliers to uphold the rights of workers regarding freedom of association, which includes the entitlement to create or join labour or trade unions, or to become members of workers' councils, in alignment with applicable local legislation. It is imperative that workers are afforded the autonomy to engage in these collective activities devoid of any repercussions, harassment, or intimidation.

### **1.5. Employment laws**

Suppliers must observe all applicable labour laws and standards in their countries of operations, including those related to wages, overtime, working hours, and benefits. Moreover, discrimination in employee opportunities and remuneration must be prevented at all costs.

### **1.6. Health and Safety**

Suppliers must provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work. This includes providing adequate training, protective equipment, and safe facilities. Moreover, suppliers will install systems with regards to continuous improvement of workplace conditions to ensure health and safety in the future.

## **2. Ethical Business Practices**

Suppliers must conduct their business in an ethical manner and act with integrity. This includes:

### **2.1. Anti-bribery and anti-corruption**

Suppliers declare to not engage in any form of bribery, corruption, extortion, or embezzlement. Moreover, suppliers will ensure that policies are in place to prevent the above-mentioned practices.

### **2.2. Gifts and Hospitality**

Suppliers must not offer or accept any gifts or hospitality that could influence or appear to influence the impartiality of GLOBACHEM NV's decision-making process. Gifts include but are not limited to cash, fees, commissions, services, or any other provided benefits.

### **2.3. Legal Compliance**

Suppliers must comply with all applicable international and national legislation in the countries in which they operate.

### **2.4. No Retaliation Policy**

Suppliers must uphold a no retaliation policy that allows workers to speak up about workplace issues without fear of retaliation.

## **3. Data privacy and security**

### **3.1. Confidentiality**

Suppliers must safeguard and make only proper use of confidential information to ensure that GLOBACHEM NV's business interests are protected.

### **3.2. Personal information and privacy**

GLOBACHEM NV mandates that suppliers safeguard personal data in accordance with all relevant laws and regulations. Any personal information supplied by or for GLOBACHEM NV should be handled, accessed, and shared solely in a manner authorized by the Supplier agreement and in strict adherence to all pertinent legal and regulatory requirements.

## **4. Environment**

Suppliers shall ensure compliance with local and international environmental legislation, regulations, and principles. Suppliers must operate in an environmentally responsible and efficient manner, striving to minimize waste, reduce energy consumption, and lower greenhouse gas emissions. They should also seek to use sustainable resources as much as possible and consider and aim to reduce the lifecycle impacts of their products. As such, suppliers shall provide information about their sustainability initiatives and associated metrics upon reasonable request by GLOBACHEM NV.

## Implementation and Compliance

Suppliers are encouraged to implement these principles and make continuous improvements by developing their own management systems. Compliance with this Code is monitored through GLOBACHEM NV's supplier assessment process. Violations of this Code may jeopardize the supplier's business relationship with GLOBACHEM NV, up to and including termination.

This Supplier Code of Conduct is a living document and may be updated as necessary to reflect evolving legal standards and best practices regarding sustainable development.

## Validation by Globachem

GLOBACHEM NV reserves the rights to ensure and enforce suppliers' compliance with this code of conducts. This includes but is not limited to the following:

*Supplier assessments:* If and to the extent appropriate, GLOBACHEM NV may audit the supplier, at least once a year and, if necessary, more than once a year, for compliance with the obligations under this Supplier Code of Conduct. GLOBACHEM NV is entitled to have the auditing carried out by a third-party company.

*Suppliers' continuous improvement:* Based on the supplier evaluation GLOBACHEM NV could at times request that certain non-conformities would be addressed by the Supplier by means of implementing corrective actions with regards to topics related to this code. The Supplier agrees to work together with GLOBACHEM NV to jointly resolve relevant issues.

## Reporting violations

Any individuals, entities, employees, partners, and associates of the Supplier should notify GLOBACHEM NV and the Supplier's responsible executives of any suspected violations of the Supplier Code of Conduct.

Reporting to GLOBACHEM NV can be done by one of the following procedures:

- Using the contact form on our website <https://globachem.com/en/contact#>
- Mail to [globachem@globachem.com](mailto:globachem@globachem.com)

## Infringements of the Supplier Code of Conduct

Legal consequences by infringements of the supplier: If the supplier violates its obligations under this Supplier Code of Conduct, appropriate remedial measures must be taken without delay to prevent or to end or to minimize the harmful effect of the violation. The supplier shall provide GLOBACHEM NV with the binding time schedule for averting, remedying, or minimizing the breach. GLOBACHEM NV may at its sole discretion suspend the business relationship and agreements until the supplier has remedied the breach. If the breach is so serious or if the breach is not remedied in accordance with the remedial plan or the harmful effects are not significantly minimized, GLOBACHEM NV may immediately terminate the business relationship and agreements for cause and annul any orders placed by GLOBACHEM NV without compensation due.

### **Confirmation to be signed by the Supplier**

I hereby confirm to fulfill the respective requirements of this Supplier Code of Conduct.

Supplier legal entity (full company name and form):

Supplier address:

Name legal representative:

Title/Function:

Date:

Supplier 's signature

---

---

GLOBACHEM NV reserves the right to update The Supplier Code of Conduct document if necessary.

The validity and binding nature of previous versions already signed always remain in force.