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## Supplier Code of Conduct

Vynova understands the social impacts of its activities and maintains the standards expected of a responsible company. This is achieved internally, and in our dealings with external suppliers, through a proper conduct of business activities.

We aim to conduct our business in accordance with the highest standards regarding ethical conduct, health and safety, environmental and social aspects and we expect the same from our suppliers. Vynova supports the ten principles of the UN Global Compact and the eight fundamental conventions of the International Labour Organization (ILO).

We expect our business partners to adhere to the ten principles of the UN Global Compact and the eight fundamental conventions of the International Labour Organization (ILO) and to respect the UK Modern Slavery Act 2015.

Specifically we expect our business partners to adhere to the following principles:



### SOCIAL ASPECTS

- ✓ We will not engage in or support the use of child labour
- ✓ We will not engage in or support the use of forced labour
- ✓ We will provide a safe and healthy work environment
- ✓ We will respect the rights of employees to join trade unions of their choice and bargain collectively
- ✓ We will not engage in or support discrimination in our activities based on race, ancestry, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age
- ✓ We will not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse
- ✓ We will comply with applicable laws and industry standards on working hours
- ✓ We will ensure that salaries paid will always meet legal or industry minimum standards
- ✓ We will not knowingly engage in business associated with any activity that is corrupt or contravenes moral, legal or social codes of practice
- ✓ We will operate to the highest standards of ethics and respect the cultural diversity of the markets in which we operate



#### ENVIRONMENTAL ASPECTS

- ✓ We will comply with the applicable environmental laws and regulations in the territories within which you operate
- ✓ We will possess all the necessary environmental permits and registrations
- ✓ We will strive to minimize relevant environmental impacts
- ✓ We will maintain a management system which enables you to continuously improve environmental performance
- ✓ We will have procedures in place to prevent incidents – in case incidents occur, to have procedures in place to mitigate the consequences that may have an impact on the environment
- ✓ We will encourage the development and diffusion of environmentally friendly technologies



#### ECONOMIC CRITERIA

- ✓ We will act on the market as an integer and compliant player
- ✓ We will comply with all anti-trust or competition laws that guarantee free competition
- ✓ We will be committed to working against all forms of corruption, extortion, fraud and bribery

