



Supplier Code of Conduct

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Introduction

As a manufacturer of polypropylene compounds for the automotive sector, our company is committed to upholding the highest standards of ethics, sustainability, and social responsibility in all aspects of our operations. We believe that maintaining strong, transparent, and mutually beneficial relationships with our suppliers is essential to achieving these goals.

This **Supplier Code of Conduct** outlines the expectations we hold for all suppliers regarding compliance with laws, ethical business practices, labor standards, environmental responsibility, and continuous improvement. We expect our suppliers to share in our commitment to integrity, sustainability, human rights, and equality, ensuring that every aspect of our supply chain contributes to the well-being of people and the planet.

Suppliers are essential partners in our journey toward operational excellence and sustainable growth. By adhering to this Code of Conduct, suppliers help us deliver high-quality, responsible products to our customers while fostering a positive social and environmental impact. We look forward to working collaboratively with all our suppliers to meet these standards and continuously improve our practices.

We, Mitsui Prime Advanced Composites Europe BV, and as part of the Mitsui Chemicals Group worldwide, have a growing focus on Sustainability and Responsible Care as an integral part of our business. More to that can be found on following website:

[Responsible Care | Sustainability | MITSUI CHEMICALS, INC.](#)

1. Compliance with Laws and Regulations

Suppliers must strictly adhere to all relevant local, national, and international laws and regulations in the countries where they operate. This includes:

- **Labor Laws:** Suppliers must comply with all local laws regarding working conditions, wages, working hours, and employee benefits.
- **Environmental Regulations:** Suppliers must meet or exceed environmental regulations in their operations to reduce pollution, waste, and emissions.
- **Health and Safety Requirements:** Suppliers must follow all applicable health and safety regulations to protect workers from accidents, illnesses, and unsafe working conditions.

Suppliers are responsible for staying informed of any changes in laws and ensuring that their practices remain compliant.

2. Human Rights and Labor Standards

We are committed to upholding and promoting human rights throughout our supply chain. As such, suppliers must pay attention to:

- **Child Labor:** Suppliers are expected to comply with all local laws and regulations regarding the employment of children. In cases where child labor is legally permitted, it must strictly adhere to the following conditions:
 - The work must not interfere with the child's education, health, or development.
 - The child's working hours and conditions must comply with local regulations and international standards, ensuring they are protected from hazardous work environments.
 - Suppliers must ensure that education is provided alongside employment, helping children develop skills for a better future.
- **Forced Labor:** Any form of forced labor, including bonded or indentured labor, human trafficking, or slavery, is strictly prohibited.
- **Fair Wages and Equal Treatment:** Suppliers must ensure wages meet or exceed the legal minimum and provide non-discriminatory practices in employment, including equal pay for equal work, regardless of gender, race, ethnicity, or other personal characteristics.
- **Work/Life Balance:** Suppliers must promote a healthy work/life balance for their employees, ensuring reasonable working hours in accordance with local laws and industry standards.
- **Diversity and Inclusion:** We support and encourage a diverse and inclusive workplace and ensure ethical recruitment. Suppliers must create an environment where diversity is valued and all employees are treated with respect and fairness.
- **Freedom of association and collective bargaining:** Employees must be free to form or join organizations of their choice.
- **No discrimination and harassment / Rights of minorities and indigenous people:** Suppliers must protect the rights of minorities and indigenous peoples and maintain a workplace free from harassment, intimidation, or abuse.
- **Whistleblowing and protection against retaliation:** Suppliers must provide safe, confidential channels for reporting concerns and protect whistleblowers from retaliation.
- **Land, Forest, and Water Rights; Protection from Forced Eviction:** Suppliers must respect the legitimate land, forest, and water rights of local communities, indigenous peoples, and other affected stakeholders.
- **Use of Private or Public Security Forces:** Suppliers must ensure that any private or public security forces engaged in connection with their operations act in a lawful, ethical, and responsible manner.

3. Health and Safety

The safety and well-being of all workers is a top priority. Suppliers must:

- **Comply with Safety Regulations:** Adhere to all local and international health and safety laws and ensure that workers are protected from occupational hazards. This includes providing appropriate safety equipment, regular safety training, and maintaining a safe working environment.
- **Accident Prevention:** Suppliers must take proactive measures to prevent workplace accidents and injuries, conducting regular risk assessments and ensuring that emergency procedures are in place.
- **Worker Welfare:** Suppliers should go beyond legal requirements where possible, promoting employee well-being through programs like mental health support, wellness initiatives, and ergonomics.
- **Responsible chemical management:** Ensuring safe handling, storage, and disposal of chemicals.

Suppliers must demonstrate a commitment to continuously improving workplace safety standards.

4. Environmental Responsibility

Sustainability is a key value for us, and we expect suppliers to operate with respect for the environment by:

- **Carbon Footprint Reduction:** Suppliers should actively work to reduce their carbon emissions (GHG – greenhouse gases), employing strategies such as energy efficiency, renewable energy use, and minimizing transportation emissions.
- **Sustainable Sourcing:** Suppliers must ensure that materials are sourced responsibly, with a preference for renewable, recycled, or ethically obtained resources. Deforestation, illegal mining, and depletion of natural resources should be avoided.
- **Waste Reduction and Resource Efficiency:** Suppliers should aim to minimize waste through reuse, recycling, and reduction efforts. Efficient use of water, raw materials, and energy is expected, with a focus on reducing environmental impact.
- **Emissions Management:** Reducing emissions to air, soil, and water, including noise pollution, to protect ecosystems and animal welfare.

Annual improvements in these areas should be documented and reported.

5. Ethical Business Practices

We value integrity in all business dealings and expect our suppliers to conduct themselves in a fair, ethical, and transparent manner. This includes:

- **Anti-Corruption and Bribery:** Suppliers must not engage in or tolerate any form of bribery, extortion, or corruption. All business activities should be conducted with honesty and in full compliance with anti-corruption laws.
- **Conflicts of Interest:** Suppliers must avoid situations where their interests could conflict with those of our company. Any potential or actual conflicts of interest must be disclosed.
- **Fair Competition:** Suppliers must comply with competition laws and avoid engaging in practices like price-fixing, collusion, or market manipulation that undermine fair competition.
- **Confidentiality and Intellectual Property:** Protection of confidential information and respect for intellectual property rights.
- **Accurate Financial Records:** Maintaining transparent, complete, and accurate financial documentation.

- **Data Protection and Security:** Ensuring compliance with data protection laws and safeguarding personal and business data.
- **Counterfeit Parts Prevention:** Suppliers must implement robust controls to prevent counterfeit, fraudulent, or suspect parts from entering our supply chain.
- **Export Controls and Economic Sanctions:** Suppliers must comply with all applicable export control laws, trade restrictions, and economic sanctions imposed by relevant national and international authorities.

We expect suppliers to maintain accurate records of their business dealings and provide transparency upon request.

6. Social Responsibility

While not mandatory, suppliers are encouraged to engage in activities that contribute positively to the communities where they operate. This can include:

- **Local Community Support:** Investing in local communities through education programs, healthcare support, job creation, or environmental restoration initiatives.
- **Employee Engagement:** Promoting volunteerism and encouraging employees to participate in community-building activities.
- **Sustainability Initiatives:** Contributing to global and local sustainability efforts, such as reforestation, clean water access, or renewable energy projects.

Social responsibility strengthens communities and builds a positive relationship between suppliers and society.

7. Business Integrity and Cooperation

Suppliers are key partners in our business operations, and we expect open and collaborative relationships. This includes:

- **Cooperation with Audits:** Suppliers must be open to audits and assessments regarding their compliance with this Code of Conduct and other agreements. This ensures transparency and builds trust.
- **Communication:** Suppliers must maintain clear lines of communication with us, providing timely and accurate information in response to requests or concerns.
- **Problem Solving:** If issues arise, suppliers are expected to collaborate with us to resolve them in a prompt and constructive manner, ensuring minimal disruption to operations.
- **Cascading Requirements to Sub-Suppliers (Tier-1 and beyond):** Suppliers must ensure that the standards outlined in this Supplier Code of Conduct are communicated, implemented, and enforced throughout their own supply chain.

Building trust and maintaining open dialogue is crucial for a successful partnership.

8. Continuous Improvement

We value innovation and continuous improvement in our supplier relationships. Suppliers are expected to:

- **Annual Improvements:** Show demonstrable progress year over year in areas like quality, sustainability, and operational efficiency. Evidence of these improvements must be provided upon request.
- **Quality Enhancement:** Suppliers should regularly review and enhance their processes to ensure product consistency, defect reduction, and compliance with international quality standards.

- **Innovation:** We encourage suppliers to embrace innovation, adopting new technologies or practices that enhance sustainability, safety, or efficiency. Suppliers should stay current with industry trends and best practices.

Continuous improvement is essential to maintaining a competitive edge and fostering long-term success.

9. Penalties for Non-Compliance

Suppliers who fail to meet the standards outlined in this Code of Conduct will face penalties. These may include:

- **Corrective Action Plans:** In cases of non-compliance, suppliers will be required to submit a corrective action plan, outlining the steps they will take to address the issue, along with clear timelines.
- **Contract Suspension or Termination:** For severe or repeated non-compliance, we reserve the right to suspend contracts, reduce order volumes, or terminate the business relationship entirely.

Non-compliance can have serious consequences for both parties, and corrective action must be taken swiftly.

Supplier Acknowledgement and Signature

By signing below, the Supplier confirms that they have received, read, and understood the Supplier Code of Conduct. The Supplier agrees to comply with all requirements outlined in this document and to ensure that their employees, subcontractors, and business partners also adhere to these standards.

Supplier Information:

Company Name: _____
Address: _____
Authorized Representative Name: _____
Title: _____
Email / Phone: _____

Signature: _____

Date: _____