



# SUPPLIER CODE OF CONDUCT



## **P+S Code of Conduct and Sustainability Requirements for our Supplier Management**

### **Preface:**

P+S Polyurethan Elastomere GmbH & Co. KG sees sustainable management as an essential part of its business processes. As a medium-sized company in the plastics processing industry with a high level of materials expertise and our own materials development, we source raw materials, goods and services from global markets to continuously safeguard our innovative strength in order to develop sustainable product and service solutions together with our customers.

Sustainability in our house is based on the values of our company and a business activity based on principles. Our responsible actions are geared towards long-term value creation and fundamentally involve our suppliers. The following principles are in the foreground here: human rights, labour standards, environmental protection and anti-corruption alongside process-related, economic and technical criteria.

In addition to our demands on the quality of the products, the factors of costs, reliability, service level, adherence to delivery dates, innovativeness and, above all, the aforementioned principles of sustainability are essential points in the selection and evaluation of our suppliers.

We expect each of our suppliers to fully accept the applicable national legislation, the principles of the United Nations Global Compact and the P+S Supplier Code of Conduct. The introduction of suitable processes that support compliance with applicable laws and contribute to a continuous improvement of the principles and requirements set out in the P+S Supplier Code

of Conduct helps in this regard. This also applies to all participations of our suppliers as well as their upstream suppliers.

### **Human and workers' rights**

P+S expects its suppliers to comply with fundamental human and labour rights on the basis of the respective applicable national legislation, the recognition of the core labour standards of the International Labour Organisation (ILO) as well as the International Human Rights Charter of the United Nations. The applicable laws and legal forms of the various countries must be taken into account. We expect you to respect the rights of third parties and prevent any impairment in compliance with applicable standards and rules.

#### **Child labour**

P+S expects suppliers to prohibit and refrain from any form of child labour in their companies.

#### **Discrimination**

P+S expects suppliers to continuously provide and promote equal opportunities in the recruitment, training and promotion of employees, to treat employees equally and to prevent discrimination. No disadvantages may arise for employees - regardless of gender, age, skin colour, ethnic or social origin, sexual identity, any disability, religious or general world view or political opinion.

#### **Forced labour**

P+S expects that suppliers do not allow or participate in any form of forced labour or human trafficking in their companies.

#### **Freedom of association**

P+S expects suppliers to respect applicable national legislation and to provide employees with the opportunity to form employee

representatives and to engage in collective bargaining.

### **Working hours and remuneration**

P+S expects the suppliers to comply with the respective applicable national legislation on working hours. Similarly, supplier employees are expected to receive remuneration that is in line with applicable national laws.

### **Conflict minerals**

P+S expects suppliers to comply with all legal regulations governing the handling of conflict minerals, as defined in the Dodd-Frank Wall Street Reform and Consumer Protection Act.

### **Health protection and occupational safety**

P+S expects suppliers to comply with the respective applicable laws, regulations and guidelines on health protection. Furthermore, we expect our suppliers to set up and apply an appropriate management system for compliance with occupational safety (e.g. OHSAS 18001, DIN ISO 45001 or comparable). These can contribute to the reduction of actual or potential occupational safety risks and equally serve to train employees to best prevent accidents or occupational diseases.

### **Environmental protection**

P+S expects its suppliers to comply with and apply national environmental laws, regulations and standards. Furthermore, we expect our suppliers to establish and apply an appropriate management system (e.g. ISO 14001) to minimise environmental impacts and hazards and to improve environmental protection in daily business operations. We also expect our suppliers to regularly check the raw materials and products they purchase from us for substances that require labelling and are listed in the current European REACH/RoHS Regulation. We expect to be

informed immediately if a substance we use is on the candidate list and exceeds the permissible limit.

### **Behaviour in the business environment**

#### **Avoidance of conflicts of interest**

P+S expects suppliers to make decisions regarding their business with P+S solely and exclusively on the basis of objective criteria. Interests that conflict with one's own private interests or with other economic or other activities of relatives or other related persons or organisations are to be avoided at the outset.

#### **Prohibition of corruption and bribery**

P+S expects its suppliers not to tolerate corruption and to ensure compliance in their companies with the United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions on combating corruption and the relevant anti-corruption laws. In particular, you must ensure that neither your employees, nor subcontractors or any other representatives offer, promise or grant any benefits to employees of P+S or related third parties with the aim of obtaining an order or any other benefits in relation to the business relationship.

#### **Invitations and gifts**

P+S expects that suppliers do not misuse invitations and gifts to influence P+S employees. Invitations and gifts to employees of P+S or persons close to them are only acceptable if both the occasion and the amount are appropriate. This means that the contribution is of low value and can be considered as an expression of a locally generally accepted business practice. At the same time, suppliers also do not demand undue advantages from P+S employees.

### **Free competition**

P+S expects suppliers to behave fairly in competition and to observe the applicable antitrust laws. Furthermore, they are expected neither to engage in illegal agreements with competitors nor to abuse a possibly existing dominant position.

### **Money laundering**

P+S expects suppliers to undertake to comply with the legal regulations on money laundering prevention and not to participate in any money laundering activities.

### **Supplier relations**

P+S expects suppliers to communicate all principles and rules of conduct listed here to their employees, subcontractors and suppliers. Suppliers are committed to ensuring that employees, subcontractors and suppliers comply with the principles described of human rights, labour standards, environmental protection and anti-corruption in order to fulfil their contractual obligations. Furthermore, P+S expects its suppliers to use only raw materials and products from legal sources. Proof of this must be provided on request.

### **Compliance with the P+S Supplier Code of Conduct**

P+S reserves the right to verify compliance with the P+S Supplier Code of Conduct by means of Supplier Self Assessments or other suitable measures. For this purpose, a

corresponding audit could also be carried out on site in coordination with the supplier.

Any breach of the principles and requirements set out in the P+S Supplier Code of Conduct shall be considered a material impairment of the contractual relationship. If non-compliance with the principles described is

suspected, P+S reserves the right to demand information about the relevant facts.

Furthermore, P+S shall be entitled to terminate individual or overall contracts with suppliers who demonstrably do not comply with the P+S Supplier Code of Conduct or who do not strive for improvement measures even after P+S has set a reasonable deadline, extraordinarily and without notice.

### **References:**

- United Nations Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org))
- United Nations International Bill of Human Rights ([www.un.org/en/universal-declaration-human-rights/index.html](http://www.un.org/en/universal-declaration-human-rights/index.html))
- International Labour Standards (ILO) ([www.ilo.org/global/standards/lang--len/index.htm](http://www.ilo.org/global/standards/lang--len/index.htm))
- International Organization for Standardization (ISO) ([www.iso.com](http://www.iso.com))