

Supplier Code of Conduct

Introduction

The Code of Conduct (or the “Code”) should guide all the actions of all INTEROR’s suppliers as well as all subcontractors, suppliers of suppliers and its service providers, hereinafter referred to as “Supplier”. This Code establishes the main principles of conduct related to business ethics, Human rights, labour rights and social rights, procurement responsibility, health and security at work, information security and environmental protection. The Supplier is expected to familiarise itself with the content of the Code and to make every effort to respect and comply with all principles set forth in it. In addition, the Supplier must ensure that its own suppliers agree with the Code for all materials and services that may be ultimately purchased by INTEROR.

INTEROR, as a member of « France Chimie » through the « SICOS », has signed the Responsible Care® Charter and is actively engaged to defend and follow the charter’s principles which aims at improving the overall performance of the chemical industry in terms of health, safety and environmental protection. We always ensure that we are acting with ethic, professionalism, honesty and loyalty with our business partners. We are expecting reciprocity on behalf of the Supplier.

A copy of this code of conduct shall be signed by the head of the ESG/CSR or any person that is formally responsible of the ESG/CSR management and sent back to INTEROR by email (esg@interor.com) or by post:

**INTEROR
Z.I. des dunes
Rue des Garennes
62100 Calais
France**



Human rights, labour rights and social rights

INTEROR is committed to respect and to promote the Human rights as stated in the Universal Declaration of Human Rights of the United Nations. Similarly, the Supplier is expected to respect and encourage the fundamental rights and the freedom to which every individual is entitled. In addition, the Supplier is expected to comply with all internationally recognised standards, national regulations and laws in this matter.

Forced labour and child labour

The Supplier must refrain from using any kind of forced labour or slavery. Child labour is strictly prohibited within our supply chain. The Supplier shall ensure that all employment contracts are written and include transparent working conditions.

Non-discrimination

The Supplier shall prohibit any form of discrimination when hiring, training, promoting, compensating employees on grounds of personal criteria such as ethnic or social origin, nationality, gender, skin colour, age, sexual orientation, religion or belief, political opinion and disability. The Supplier shall treat equally all its employees.

Anti-harassment and protection against violence at work

The Supplier shall prohibit all forms of physical and verbal abuse or discipline, threat of physical abuse, mental coercion, harassment including sexual harassment and intimidation. Any abusive language, defamatory statement or insulting comment is strictly forbidden.

Working time

The Supplier shall respect the working time of employees in accordance with all applicable labour laws of the country where he operates.



Ethics

We expect our Supplier to respect the highest ethical standards in all its activities with INTEROR and to conduct business in a fair and ethical manner in full compliance with international, national and local laws and regulations that are applicable to its business operations and in particular the ones specified below.

Anti-bribery and anti-corruption

The Supplier must abide by all laws and regulations in terms of corruption, bribery, fraud and money laundering.

The Supplier cannot offer, suggest or receive, directly or indirectly, any gift or favour (money, material donation, promise) in exchange of a service rendered or for the completion or the impediment of an action.

Any influence peddling, where the Supplier would abuse of its influence in order to obtain a commercial benefit or a favourable decision, is strictly forbidden.

Competition

INTEROR respects all rules of free competition and condemns any agreements among competitors and any abuse of dominant position. The Supplier is expected to comply with the anti-trust and competition laws and regulatory requirements in the countries where he operates and to ensure a fair competition in its activities.

Conflicts of interest

The Supplier shall prevent and avoid any situation where personal interest may compromise the independence, impartiality and objectivity of its decisions in its activities with INTEROR. The Supplier must report any conflict of interest that could arise between him and INTEROR.

Conflict-free supply chain

The Supplier shall guarantee a responsible supply chain in which products coming from conflict regions are prohibited. The Supplier must not provide products containing conflict minerals or their derivatives that finance illegal armed groups and result in violation of Human rights as defined in the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*.

Transparency

The Supplier shall communicate clear, honest and accurate information in a completely transparent way to all INTEROR's employees he works with.

Confidential information and personal data protection

The Supplier who has access to sensitive and confidential data as part of its activities with INTEROR is required to respect strict confidential rules. It is strictly prohibited to disclose any information to business competitors or any unauthorised third parties.

The Supplier is committed to protect all personal data that he gathers and to not share them to unauthorised persons.



Health and Safety

The Supplier must provide a safe and healthy working environment for all employees and subcontractors working on its site. The Supplier shall put in place a Health and Safety (HS) organization that defines, implements and follows up on the HS policy and the HS management system, in compliance with local and national regulatory requirements.

The Supplier must protect its workers, contractors and visitors from any injury or occupational illness. The Supplier must equip all of its employees with personal protective equipment suited to their mission.

The Supplier shall have programs in place to operate and maintain its operations in the safest possible way (manufacturing, utilities, etc). The Supplier shall identify and assess possible emergency situations in the workplace and minimize their impact by implementing emergency response plans and procedures.

The Supplier shall provide sufficient hazard and safety information related to all materials supplied, for example in the form of a Safety Data Sheet (SDS).



Environment and Sustainability

As a minimum, the Supplier is required to comply with all applicable laws, regulatory requirements and permits to operate related to environmental matters.

Climate and environmental protection

The Supplier shall act to prevent, assess, minimize and avoid the impact of its activities on the environment, especially regarding air, water and soil pollution, global warming and biodiversity. The Supplier shall have an effective tool for managing compliance and minimizing negative environmental impacts.

Waste disposal and emissions

The Supplier shall adopt a responsible management system for waste disposal as well as for energy and water resources. The release of hazardous substances must be limited to the strict minimum.

The Supplier must ensure that all environmentally hazardous substances are identified, labelled, stored, handle and shipped in a way that prevent and mitigate accidental spills and releases to the environment. A prevention and an emergency preparedness plan are in place to address any chronic or accidental environmental hazard events (affecting air, soil, water and groundwater) in or outside the site.

I,, confirm that:

- I have read and understood the principles and values of the Code of Conduct of INTEROR
- I agree and I am committed to make every effort to enforce these principles in my organization.

Name and position:

Date and signature: