

Supplier Code of Conduct

We, **PPC INSULATORS** are committed to conducting our business in full compliance with all laws and regulations and in line with the highest ethical standards. **PPC INSULATORS's** integrity and commitment to maintaining stable and honest business relationships is the foundation of our long-term success. This level of commitment is expected from all our employees, partners and suppliers who share **PPC INSULATORS's** responsibility to uphold and promote these values.

Accordingly, we **PPC INSULATORS**, request all of our suppliers to ensure that their operations are undertaken in accordance with the following principles:

I. Compliance with Laws

You shall comply with all applicable laws and regulations, act in an ethical, sustainable and socially responsible manner and respect internationally recognized human rights.

II. Anti-Bribery and Anti-Corruption

You shall not request, receive or accept any improper advantage in order to obtain or retain business or any advantage in the conduct of business. Further, you shall not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business (or a third party) to make the official act or refrain from acting in relation to the performance of her/his official duties. This applies regardless of whether the improper advantage is offered directly or through an intermediary.

III. Gifts and Hospitality

You shall ensure that all business entertainment and hospitality involving individuals representing **PPC INSULATORS** are kept reasonable and proportionate and are done entirely for the purpose of maintaining good business relations and not to influence unfairly any future business decisions. The provision of gifts should be avoided and gifts should be refused, namely if appear to be unreasonable or disproportionate.

IV. Conflict of Interest

You shall not take part in or seek to influence any decision where there is an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economically or otherwise – directly or through someone closely related. If you become aware of a potential conflict of interest you shall, without delay, notify **PPC INSULATORS**.

V. Anti-Trust

PPC INSULATORS believes in competing fairly in the market place. You shall comply with all applicable antitrust and competition laws, which prohibit agreements, business practices or conduct that are anti-competitive or unreasonably restrain trade. Competitor information will be obtained and maintained in accordance with applicable competition laws at all times.

VI. Fair Labour Conditions

You shall provide your employees with a safe and healthy workplace in compliance with all applicable local laws and regulations. Any form of forced labor and human trafficking in your business activities is prohibited. You shall not withhold identification or resident papers as a condition of employment. You shall recognize that your employees are entitled to be – or refrain from being – union members and to be represented in collective bargaining agreements. You shall not employ children below the age of 15 nor the minimum age for employment according to applicable laws. In countries where these rights are restricted your employees shall anyway have the right to influence their work situation.

You shall recruit, select and promote your employees solely based on qualifications and skills and do not accept any form of employment discrimination including hiring, compensation, advancement, discipline, termination or retirement because of race, colour, religion, gender, sexual orientation, national origin, age, or disability.

You shall ensure that wages paid to employees and hired labours are in accordance with applicable laws. You shall secure that working hours are not excessive and comply with local laws regarding working hours. You shall ensure that all employees are free to leave their employment/work after giving reasonable notice. You shall secure that all your employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

VII. Health, Safety and Environment

You shall ensure a healthy work environment and safe and secure conduct according to internationally recognized health and safety management principles and practices and applicable law. You shall operate in a manner that protects the environment and must comply with all applicable environmental laws, regulations and standards. Operations, sourcing, manufacture, distribution of products and the supply of services shall be conducted with the aim of protecting and preserving the environment.

VIII. Confidential Information

You shall protect all intellectual property and other confidential information provided by **PPC INSULATORS**. All information provided by **PPC INSULATORS**, which is not in the public domain, is deemed confidential and should only be used for its intended purpose.

IX. Reporting

You shall report suspicious behaviors or non-compliance with any laws or regulations, the Supplier Code of Conduct, the Anti-Corruption Guideline and Anti-Trust Guideline via the Integrity Line established by Seves Group S.à r.l. at its website (www.seves.com/compliance). The contact person at the Integrity Line is an external law firm, so that any report and correspondence of the Supplier with the law firm remains confidential and if required by the reporting individual, the reports can be made anonymously (unless not permitted under local law). The reported facts, if forwarded by the law firm, are to be so without disclosing the identity of the reporting person. The report should be made regardless of the position of the person being responsible for the matter of non-compliance. All such reports will be promptly investigated, and appropriate corrective measures will be implemented if necessary.

This Supplier Code of Conduct constitutes an integral part of all contractual documents entered into between we **PPC INSULATORS** and our Suppliers. The obligations imposed hereby shall be cascaded to your own suppliers and contractors who shall implement a similar continuous improvement and compliance approach. By adhering to this Supplier Code of Conduct, you accept to be assessed or audited by **PPC INSULATORS** or by a third party mandated by **PPC INSULATORS** on the above-mentioned principles upon reasonable notice.

I HEREBY ACKNOWLEDGE that I am an authorized representative of the company referenced below, have carefully reviewed and understood the substance of the above document, and confirm that the Company is in full compliance with **PPC INSULATORS** Supplier Code of Conduct and will continuously abide by its principles set out therein.

Please refer to our Code of Conduct accessible via the following website under the section "Compliance" (<https://www.seves.com/compliance.html>) for further details on all principles set out above.

Supplier Company name: _____

Supplier representative name: _____

Signature and company stamp: _____

Date: _____