

## General Code of Conduct

### Our Values and commitment

At Unimer, we value personal interaction. We take responsibility and strive to create long-term value for both our customers and ourselves.

We strive to be:

- *Competent* We continuously develop our expertise to maintain the specialist knowledge that allows us to take a greater role in the supply chain.
- *Committed* We listen to our customers and propose tailored and optimized solutions.

We are committed to the responsible and efficient use of company resources including time, equipment, and property to support our business objectives.

Employees are expected to use these resources solely for work-related purposes and in accordance with company policies. Personal use or misuse of company assets is strictly prohibited.

Our core values guide our daily actions and define how we engage with partners, suppliers, and clients. They are the foundation of our ethical, sustainable, and responsible business practices, shaping a culture of integrity and accountability.

### Business ethics

Unimer is committed to sustainable supply chains and values long-term partnerships with minimal environmental impact. We view our suppliers as key partners and expect high standards of professionalism, ethics, and respect from all parties.

All parties must act: ethically and responsibly, with respect for the human rights and the environment

Ethical business means zero tolerance for corruption (e.g., bribery, fraud, conflicts of interest, money laundering), anti-competitive behavior, or breaches of information security.

By committing to this Code of Conduct, Unimer and its suppliers agree to follow key international standards, including:

- The UN Universal Declaration of Human Rights
- The UN Global Compact, the so-called “Ten principles”
- The UN Guiding Principles on Business and Human Rights
- The UN Convention Against Corruption
- The UNICEF Children’s Rights and Business Principles
- The ILO Declaration on Fundamental Principles and Rights at Work

We encourage our supplier to establish their own Code of Conducts for their sub-suppliers and to conduct due diligence to ensure compliance.

## **Human Rights**

We promote a culture of openness, collaboration, and respect where all employees feel welcome and valued. We appreciate diversity and respect individual differences.

All employees must be treated with dignity, regardless of background, beliefs, or status. They must be protected from corporal punishment, abuse, harassment, and bullying whether physical, verbal, mental, or sexual. Freedom of peaceful assembly, religion, opinion, and expression must be respected.

All forms of harassment, discrimination, or bullying are not tolerated and will be addressed according to company policy and applicable law.

## **Forced Labour and Child Labour**

Unimer does not source from manufacturers using forced labor. Forced or involuntary labor is never permitted. Employment must be freely chosen and terminable by the employee. Children or minors under the minimum working age established by local law or fifteen (15) years, whichever is greater, will not be employed. Workers under eighteen (18) years of age must not be assigned work that poses health or safety risks.

## **Freedom of Association, Whistleblower Protection and Reporting Violations**

We respect workers' rights to unionize and bargain collectively in accordance with the laws of the countries in which they are employed. It is expected that there is provided anonymous, retaliation-free channels for complaints.

Employees are encouraged to report violations to management or the designated health and safety representative. All parties must comply with national whistleblower protection laws and internal reporting procedures.

## **Workplace professionalism**

Employees must act professionally, use respectful language, and maintain integrity in all business interactions. All applicable laws, regulations, and company policies must be followed, and unethical or illegal behavior must be refrained from.

Maintaining the confidentiality of company and customer information is essential. Such information must be used solely for legitimate business purposes and in strict compliance with applicable data protection regulations and national privacy laws

## **Wages and benefits**

Employment terms must be fair, reasonable, and provided in writing in a language understood by the worker. Compensation and wages covers the basic needs of the worker. All workers and employees shall be paid at least the minimum total compensation required by the laws of the country in which they are employed including all mandated wages, allowances, and benefits.

Employees must not be required to work beyond legal limits for regular or overtime hours. Equal pay must be provided for equal work, without discrimination.

## **Occupational health and personal safety**

All employees are expected to follow safety procedures and report hazardous conditions or incidents immediately.

A safe working environment must be provided, at a minimum in compliance with local laws and regulations. This includes but is not limited to safe workplace and equipment, appropriate protective measures, and safety training to prevent health and safety issues. Adequate and well maintained first aid equipment must be easily accessible to all employees.

Unimer and all parties involved are encouraged to implement an Occupational Health and Safety Management System (e.g., ISO 45001) and maintain a health and safety policy signed by management, including action plans for risk reduction.

## **Environment**

Unimer and our partners must follow all relevant environmental laws and actively work to reduce their environmental impact. This includes improving resource efficiency, minimizing emissions and waste, and promoting recycling.

Hazardous chemicals must be handled safely, and less harmful alternatives should be used whenever possible.

Unimer encourages all parties to adopt sustainable technologies and implement an Environmental Management System (e.g., ISO 14001) to support continuous environmental improvement.

## **Monitoring and compliance**

Unimer reserves the right to verify the Code of Conduct through a combination of dialogues and communication methods, such as self-assessments, surveys, visits and audits of suppliers. Should cases of non-compliance be identified, Unimer has the right to demand appropriate measures in individual cases. Failure to implement the remedial measures may result in suspension or termination of the sub supplier's contract and/or business relationship.