

SUPPLIER CODE OF CONDUCT AND SUSTAINABILITY COMMITMENT

APRIL 2024

pixelle
SPECIALTY SOLUTIONS®

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PIXELLE SPECIALTY SOLUTIONS® SUPPLIER CODE OF CONDUCT

Pixelle Specialty Solutions LLC (“Pixelle” or “the Company”) has established within its business a foundation of ethical operations, compliance with laws, and responsible business partnering. Today, Pixelle remains committed to evolving principles of ethics and compliance. Pixelle expects its suppliers and service providers (collectively, “Suppliers”) both to recognize and to share a commitment to these standards. This Code of Conduct affirms Pixelle’s standards and states herein the Company’s expectation that its Suppliers will comply with these standards or their own substantially similar published standards.

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1. ETHICS AND INTEGRITY

- 1.1. Compliance with Laws.** Suppliers shall comply with all applicable laws, codes, rules and regulations within the countries, provinces, states, and municipalities in which they reside and conduct business.
- 1.2. Ethical Standards.** Suppliers shall conduct business in accordance with the highest ethical standards with respect to prohibiting and avoiding corrupt practices such as bribes, kickbacks, embezzlement, fraud, extortion, collusive bidding, price fixing and all other unfair trade practices or attempts at such. Suppliers shall not offer or provide gifts or entertainment to Pixelle representatives that could inappropriately influence Pixelle's business decisions in favor of the Supplier or against any other party.
- 1.3. Notification of Conflict Minerals.** Suppliers shall disclose to Pixelle the presence of any tin, tantalum, tungsten, or gold in any materials supplied to Pixelle that has any potential to have been sourced from Angola, Burundi, Central African Republic, Congo Republic, Democratic Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, or Zambia.
- 1.4. Integrity of Business Practices.** Suppliers shall maintain accurate financial books and business records in accordance with legal and regulatory requirements, as well as accepted accounting principles. Invoices provided by Suppliers shall be timely, detailed, itemized and accurate.
- 1.5. Data Security and Privacy.** Suppliers shall protect and preserve any and all Pixelle non-public, confidential, and proprietary information disclosed by Pixelle in the conduct of business. Suppliers shall also comply with all applicable laws and standards concerning data privacy and protection.
- 1.6. Demonstration of Compliance.** Suppliers shall respond to and cooperate with Pixelle's reasonable inquiries into any questions of compliance or accountability with respect to this Code or similar Supplier standard. Pixelle reserves the right to exercise its legal rights to cancel or suspend outstanding orders and/or contracts with any Supplier in the event of a material violation of this Code.
- 1.7. Availability of Reporting Channels.** Suppliers shall monitor their ongoing compliance with this Code. Suppliers shall report any violation of this Code to Pixelle upon discovery of such violation. To self-report, Suppliers may email Pixelle at codeofconductbreach@pixelle.com, and are asked to provide the name and contact information of a Supplier point of contact in the body of the email.

2. EMPLOYMENT AND WORKING CONDITIONS

- 2.1. Workplace Health and Safety.** Suppliers shall provide clean and safe working environments for all their employees and shall abide by their respective countries' safety laws and regulations. Suppliers shall provide their employees appropriate safety training, including emergency situations response plan and providing appropriate, functional personal protective equipment.
- 2.2. Wages and Benefits.** Suppliers shall compensate their employees in compliance with all laws and regulations related to minimum wage, overtime, maximum work hours, and employee benefits.
- 2.3. Freedom of Association.** Suppliers shall respect and honor workers' rights to join or not join a lawful association without any fear of retribution.

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2. EMPLOYMENT AND WORKING CONDITIONS *(cont.)*

- 2.4. Grievance Process.** Suppliers shall make available to their workers, whether organized or independent, a process within which to raise good-faith concerns with potential violations of law and this Code, without any fear of retribution.
- 2.5. Prohibition of Forced and Child Labor.** Suppliers shall not use nor contribute to slavery, servitude, forced or compulsory labor or human trafficking in any form. Suppliers shall not employ workers under the age allowed by law or, if no such law has been enacted in the applicable jurisdiction, the age of 15.
- 2.6. Prohibition of Harassment and Discrimination.** Suppliers shall have strict policies and enforcement to ensure a work environment free of discrimination on the basis of race, color, religion, gender, ethnic origin, age, marital status, pregnancy, political beliefs, disabilities, sexual orientation and other protected classes as may be identified by law. Suppliers shall maintain a workplace environment free of verbal, physical, and sexual harassment. Suppliers shall treat their employees with dignity and respect.

3. SUSTAINABILITY

- 3.1. Sustainability of Resources.** Suppliers shall prioritize the use of materials derived from processes that comply with environmental and social laws and regulations within the countries of operation.
- 3.2. Product Quality.** Suppliers shall supply to Pixelle only products and materials designed and constructed for their intended use. Suppliers shall utilize reasonable control measures to ensure products supplied to Pixelle are manufactured to specification, minimizing waste and the uncontrolled use of excess energy, material, and labor.
- 3.3. Environmental Responsibility.** Suppliers shall comply with all applicable environmental laws, rules, and regulations. Suppliers shall develop and implement environmentally sustainable business practices. All environmental permits shall be current.
- 3.4. Proper Waste and Hazmat Handling.** Waste and hazardous materials shall be handled, labeled, stored, and disposed of in accordance with applicable law.