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# INTRODUCTION

To maintain our reputation as a profitable, reliable and efficient producer of rosin derivatives, Respol Resinas is dedicated to conducting business in a responsible, ethical and sustainable way. We expect our suppliers to also share and abide by our simple rules of conduct.

This Supplier Code of Conduct sets the basic principles for a supplier's conduct when working with us.





## COMPLIANCE WITH LAWS AND HUMAN RIGHTS

- Suppliers will always comply to international and local laws, including those relevant on ethical and fair business practices.
- Suppliers will abstain from dealing with individuals, organizations or countries subject to restrictions, sanctions or embargoes.
- Suppliers will prohibit any kind of discrimination based on race, colour, age, gender, sexual orientation, nationality, ethnicity, language, disability, pregnancy, religion, political opinion or any other characteristic.
- Suppliers will prevent any form of harassment, discrimination and retaliation within working environment.
- Suppliers will not employ compulsory labour or child labour and will not, under any circumstances, contract with parties using such labour.



#### CONFLICT OF INTEREST, ANTI-BRIBERY AND MONEY I AUNDERING

- Suppliers will allert where conflict of interest may occur and avoid such practices.
- Suppliers will not engage in any form of commercial bribery or offer incentives or gifts beyond a nominal value to our employees in order to obtain or retain our business.
- Suppliers will not engage in money-laundering and fraud operations and will maintain accurate books and records in compliance with all applicable laws, regulations and contractual obligations.
- Suppliers will ensure compliance with laws and directives relating to the protection, transfer, access, and storage of personal information. Suppliers will never disclose personal or confidential business information without our prior consent.
- Suppliers will generally avoid agreements or actions that illegally restrain trade, restrict competition, or violate antitrust and competition laws.





### EMPLOYEES AND SAFETY

- Suppliers will abide to legal and fair labour practices.
- Suppliers will sustain equal rights to everyone in recruiting, training and professional development.
- Suppliers will respect principles of Internation Labour Organization and Human Rights Universal Declaration.
- Suppliers will provide appropriate working conditions in accordance with applicable laws and regulations.
- Suppliers will comply to legal requirements on safety and healthy working conditions to workers and subcontractors.



# ENVIRONMENT

- Suppliers will comply with all applicable environmental laws and regulations, including those relating to hazardous materials, wastewater, and solid waste and air emissions.
- Suppliers will aim to reduce the environmental impact of their business operations and promote the sustainability of natural resources.
- -Suppliers will sustain collaboration and innovation towards common goals of sustainability and reduce negative environmental impacts of our business.

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