



Supplier Code of Conduct

Safety, ethics, compliance and sustainability are the foundational values of our business approach.

Background and Acknowledgment

Nexo Plastics, LLC and its subsidiaries and affiliates' ("Nexo Plastics") corporate compliance and sustainability approach is our way of doing business that is mindful of the ethical, social and environmental impacts connected to our sourcing and supply chain channels and other business activities. At Nexo Plastics, we believe it is our responsibility to conduct our business at the highest possible level and lead by example as a global, ethically sound and sustainable member of the plastics distribution universe.

Our [Global Standards of Business Conduct](#) is the foundational document that outlines our commitment to ethical and responsible standards and guides our behaviors. Additionally, our [Human Rights Position](#) statement outlines our philosophy on human rights and fair treatment of people connected to our business. Our [Corporate Compliance Position](#) statement outlines the ethical, regulatory and legal principles that we uphold.

As a distributor, we believe that long-term relationships with our suppliers are founded in a shared set of values and standards, enabling all parties to achieve sustainable business growth. To foster this belief further, Nexo Plastics asks that our direct and indirect suppliers, vendors, sub-contractors, distributors, consultants and advisors (hereinafter, "Suppliers") adhere to certain standards of ethical conduct in the business activities they perform on our behalf. Suppliers' commitment and adherence to such standards is an important component of our supplier evaluation, selection and development.

This [Supplier Code of Conduct](#) represents an integral part of our partnership and defines the standards, practices and behaviors we expect of each Supplier and its representatives to uphold when conducting business with us or on our behalf.

Fair and Ethical Business Practices

Nexo Plastics believes that every organization benefits from a compliant, ethical and sustainable business environment. To foster such environment, we require the following from Suppliers.

Fair Competition

We expect Suppliers to deal fairly with customers, their suppliers, competitors and employees. No Supplier is allowed to take unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other practice involving unfair dealing. As with Nexo Plastics, our Suppliers also have to comply with all applicable anti-trust and competition laws of the United States, the European Union and similar laws of the other countries where they do business. Suppliers are to obtain information about competitors, competitors' products, customers, and their own suppliers ethically and legally. Theft or misappropriation of third party proprietary information is prohibited.

Anti-Corruption

To comply with applicable anti-corruption laws such as the US Foreign Corrupt Practices Act, the UK Bribery Act and similar country laws, Suppliers are required to implement and maintain processes and systems to ensure that their employees and representatives are not involved in making or receiving bribes or improper payments. Nexo Plastics prohibits its Suppliers or representatives from offering, paying, promising to pay, accepting, agreeing to accept, or authorizing payments of any money or anything of value, directly or indirectly, to or from anyone, in order to secure or maintain an improper advantage, or to induce conduct that amounts to a breach of the expectation that a person will act in good faith, impartially, and in accordance with a position of trust. Prior to commencing business with Nexo Plastics, Suppliers agree that Nexo Plastics may conduct due diligence on their practices regarding anti-corruption, and Suppliers will cooperate with this process.



Privacy

Suppliers are required to comply with all applicable laws which protect the privacy and confidentiality of personal and business data. Such information will only be used or disclosed in a manner consistent with applicable law.

Product Stewardship and Sourcing

We expect Suppliers to provide quality and safe products and value-add services to Nexeo Plastics. To achieve this, Suppliers are required to comply with applicable global, regional and local regulations concerning the stewardship of products. In addition, Suppliers are required to source raw materials and product components in a responsible way, taking into account relevant social and environmental considerations.

Export Sanctions and Terrorism Activities

Suppliers will comply with all applicable export and import regulations, rules and sanctions issued by countries in which they have commercial presence, as well as applicable resolutions of the United Nations Security Council. Suppliers will, based on the locations of their operations, also ensure compliance with applicable local country law, sanctions and regulations.

Social and Labor Conditions

NexoPlastics believes in respecting human rights and opposes forced labor conditions and human trafficking. We require that our Suppliers adopt a similar philosophy and ensure the following in their own supply chains.

Child Labor

Suppliers shall prevent any form of child labor, consistent with the conventions of the [International Labor Organization](#).

Involuntary Labor

Suppliers are required to forbid slavery, forced or compulsory labor and human trafficking, as well as forbid bonded, indentured or prison labor at any point along the supply chain.

Non-Discrimination

We encourage Suppliers to embrace the principles of diversity, inclusion and equal opportunity in the workplace and provide supportive work environments for their own employees and those engaged by sub-contractors. Suppliers should not tolerate discriminatory treatment of any employee based upon race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any other characteristics that are protected under applicable law.

Fair Treatment

NexoPlastics does not tolerate harassment of our employees by any Supplier(s) with whom employees come into contact while conducting business. Suppliers shall ensure that their employees are trained and educated in appropriate standards of behavior with respect to employees of Nexeo Plastics. Similarly, we expect Suppliers to provide their own employees with a workplace free of harsh and inhumane treatment that prohibits sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment. Suppliers are to ensure that appropriate grievance mechanisms exist for employees to address issues affecting them and their employment with the Suppliers.

Working Hours, Wages and Benefits

Suppliers shall comply with all applicable laws and regulations governing the hours of work, rest, compensation and benefits for all those in their employ in all countries of operation. In cases where the law is not explicit, we expect Suppliers to protect the rights of employees and ensure employees are provided with fair compensation that provides an adequate standard of



living for employees and their families. Specifically, these provisions should include, but are not limited to: ensuring working hours for Suppliers' employees (including overtime) do not exceed the maximum set by applicable laws; ensuring compensation is compliant with applicable wage laws and avoiding deductions from basic wages as a disciplinary measure. In addition, we expect Suppliers to ensure employees are informed of their entitlements, are paid on time, and are provided with relevant training and development opportunities.

Health, Safety, Environment and Quality

Protecting human health and the environment are essential elements of responsible business. This is a core element of what we believe will support business continuity and contribute to global sustainable development. Therefore, the standards we require from Suppliers are as follows:

Suppliers shall:

- Conduct their business in compliance with applicable laws, regulations, and industry policies and practices
- Implement work practices to protect the environment and prevent personal injury or property loss
- Identify opportunities to continuously improve environmental, health and safety performance
- Immediately report actual or potential environmental, health, safety or security issues to the appropriate authorities and, where appropriate, Nexeo Plastics

Occupational Health and Safety

Suppliers shall provide their employees with a safe and healthy working environment, protecting them from chemical, biological and physical hazards in the workplace. This includes maintaining appropriate controls, safe work procedures, prevention practices, and training of employees to mitigate health and safety risks.

As a minimum, we expect Suppliers to provide:

- Occupational health and safety training for all employees, as applicable to employees' responsibilities in the operations
- A formal reporting system for recordable accidents and injuries
- Appropriate insurance for injuries sustained on the premises or in the course of work
- First aid facilities and safety equipment appropriate to the work being performed
- Clean and safe facilities with access to potable water, adequate heat and ventilation, fire and emergency equipment and procedures

Environmental Practices

Suppliers shall comply with all applicable environmental laws and regulations in all countries of operation. Specifically, Suppliers shall maintain systems and procedures to ensure safe handling, movement and storage of materials; recycling, reuse and management of waste; and control of air emissions and wastewater discharges, including systems to prevent or mitigate accidental spills and releases into the environment. We expect that Suppliers will adopt plans to monitor and improve their impacts on the environment on an on-going basis.

Quality

Suppliers shall provide products and services conforming to the quality specifications defined in supply contracts with Nexeo Plastics or otherwise set forth on Nexeo Plastics' purchase orders and in compliance with applicable laws and regulations. Furthermore, Suppliers shall maintain evaluation and reporting systems to address quality concerns and manage quality issues.



Suppliers shall work with Nexeo Plastics to conduct appropriate quality testing and evaluation when concerns over quality are reported for any products or services provided to Nexeo Plastics by its Suppliers.

Governance and Management

Nexeo Plastics holds Suppliers accountable for operating in accordance with the Supplier Code of Conduct and communicating the **Supplier Code of Conduct** to its employees, agents and representatives, and throughout its supply chain. We expect that Suppliers will maintain appropriate risk management systems, proper documentation and employee training to adhere to the requirements stated herein.

We encourage Nexeo Plastics' employees, Suppliers' employees, customers or other individuals to report observed or suspected breaches of this Supplier Code of Conduct confidentially to our Legal Department. We do not authorize or permit any form of retaliation against an employee or other person who reports, in good faith, any suspected misconduct or failure to uphold these standards.

Contact the Legal Department: compliance@nexeoplastics.com

Nexeo Plastics may request suppliers to certify or to re-certify acknowledgment and agreement to uphold this Supplier Code of Conduct by an appropriate senior representative of the supplier's organization with valid signatory authority on a periodic basis.

Agreement to uphold Nexeo Plastics' Supplier Code of Conduct

I, an authorized representative of _____ acknowledge receipt of Nexeo Plastics' **Supplier Code of Conduct** and have read and understood the provisions contained therein. On behalf of _____, I agree to uphold the requirements of the Nexeo Plastics' **Supplier Code of Conduct** and meet all expectations contained therein, to our best ability, or provide our own Code of Conduct equivalency. I further commit to informing all appropriate management, staff, and employees of my company of the principles of the **Supplier Code of Conduct** and ensuring that each individual knows his or her responsibility to uphold its provisions in his or her daily work.

Furthermore, I agree that all other representatives or third-party intermediaries of _____ will be informed of our obligations and commitments under the Nexeo Plastics' **Supplier Code of Conduct** and will be expected to apply similar standards in their business with my company.

Authorized Signatory Name (please print)

Signature: _____

Date: _____

Title: _____

Company Name: _____

Company Address: _____

Approved by:

Carrie A. Rutherford
Executive Vice President &
Chief Administrative Officer