



Version 2 – October 2024

AnQore is a specialist chemical supplier dedicated to Safe, Sustainable and Secure supply of acrylonitrile, hydrogen cyanide, sodium cyanide, acetonitrile and various other specialty products.

AnQore believes that being a reliable producer implies a responsibility to involve our suppliers, contractors and agents in our pursuit for economic performance, environmental quality and social responsibility in our own company as well as in our value chains. AnQore therefore expect suppliers and contractors (“suppliers”) to express their willingness and intent, also on behalf of their subsidiaries, to globally and/or locally comply with this Code of Conduct (“Code”) and expects its suppliers to have a similar approach with their suppliers. Through active engagement and periodic evaluation of our suppliers, AnQore aspires to achieve an adequate implementation of the Code, to continuously improve business conduct and to leverage our suppliers’ unique competences that contribute to People, Planet and Prosperity.

Compliance

AnQore expects suppliers to use a proactive approach in establishing and maintaining the standards set forth in the Code, including the collection and evaluation of adequate and timely information, the establishment of relevant, measurable objectives and targets, and the regular monitoring and verification of progress. Suppliers operate in full compliance with international, national and local laws and regulations that are applicable to their business operations, including (but not limited to):

- European Chemicals Regulation (Regulation (EC) No. 1907/2006 REACH);
- European Climate Law (Regulation (EU) 2021/1119);
- Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law (Whistleblower Directive);
- International Labour Organization (ILO) International Labor Standards;
- Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data (GDPR) and any comparable legislation;

Local industry standards prevail in cases where these are more stringent than local legal requirements. Suppliers shall also obtain all the necessary permits.

In the following paragraphs AnQore presents the content of

its Code along the three business pillars of People, Planet and Prosperity.

People: the human dimension

- Conflict of interest - Suppliers disclose to AnQore all available and legally disclosable information about conflict of interest including major financial interests of an AnQore employee in any of suppliers’ businesses.
- Anti-bribery and corruption - suppliers implement stringent anti-bribery and anti-corruption policies, in accordance with OECD guidelines and EU anti-corruption directives. All forms of bribery, corruption, and fraud are strictly prohibited.
- Confidentiality - suppliers protect all confidential information provided by AnQore and its respective business partners.
- Due diligence - suppliers conduct thorough human rights and environmental due diligence, which includes identifying, preventing, and mitigating risks of human rights violations and environmental harm within their supply chains and reporting these efforts transparently.
- Non-discrimination - suppliers provide to their employees a work environment free from discrimination, harassment and bullying and do everything to prevent or address inappropriate behavior.
- Forced labor and child labor - suppliers do not use forced labor in any form, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.
- Health and safety - with respect to health and safety, suppliers implement strict policies with the aim of creating an incident- and injury-free work environment and of preventing the occurrence of occupational illness and health problems associated with its activities.
At all levels, suppliers play an active role in identifying and rectifying unsafe situations within their business and the supply chain, to improve working conditions for the ecosystem. All workers (including migrant, seasonal and other contract labor) shall receive training in health and safety measures related to their operation. Suppliers should provide appropriate personal protective equipment to all workers. Suppliers shall train workers in the use of personal protective equipment and its use shall be monitored.
- Life Saving Rules - suppliers agree to implement and



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comply with industry best practices for life saving rules such as, but not limited to:

1. Work with a valid permit when required;
 2. Test the quality of the internal atmosphere before entering a confined space;
 3. Lock out, tag out and try out before work on machines or equipment begins;
 4. Obtain authorization before line breaking;
 5. Obtain authorization before overriding or disabling safety critical equipment;
 6. Protect yourself against a fall when working at height;
 7. Lifting and hoisting - do not enter a danger zone where objects can fall;
 8. Only smoke in designated areas - no drugs or alcohol at work.
- Freedom of association - suppliers respect the right of their employees to freedom of association and collective bargaining.
 - Privacy - suppliers commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.
 - Protection of identity - suppliers establish and maintain a whistleblower policy, ensuring the protection of individuals who report breaches of law or company policies. Suppliers provide secure, confidential channels for reporting concerns and guarantee that whistleblowers are protected from retaliation.
 - Fair remuneration - suppliers pursue a fair remuneration policy with due recognition for performance.
 - Working hours – suppliers do not force their employees to work excessive hours. In case employees are asked to work overtime, their extra work is compensated in line with local legislation.

Planet: the environmental dimension

- Net zero - suppliers adopt strategies that contribute to net-zero greenhouse gas emissions by 2050, including the use of renewable energy and science-based targets for emission reductions.
- Eco footprint - suppliers demonstrate continuous environmental improvements including but not limited to air quality, noise pollution, waste and hazardous substance management, reliance on scarce natural resources by means of clear ambitions, targets and

improvement policies.

- Product stewardship - in accordance with the principles of product stewardship, suppliers identify the risks and environmental impact attached to their products during sourcing, production, distribution and transportation processes and look for opportunities to reduce these. In this context, suppliers share relevant knowledge, expertise and experience within the value chains.
- EU Chemical Strategy for Sustainability - suppliers comply with the EU Chemical Strategy for Sustainability, ensuring the substitution of hazardous substances with safer alternatives and actively reducing the environmental impact of their products throughout the supply chain.
- Continuous improvement - suppliers continually evaluate and improve their products, working methods, production processes and services. Suppliers ensure that these changes are executed in a controlled way and are acceptable to their customers and stakeholders.
- Waste - suppliers have in place or shall establish a procedure for the safe handling, storage, transportation, utilization and disposal of waste in accordance with the applicable legislation.
- Information - suppliers provide relevant stakeholders with clear information about the environmental and safety aspects of their products and production processes.
- Safety and health risks for local residents - suppliers shall systematically and regularly evaluate, or shall employ the services of an external party to evaluate, the impact of their activities on local residents, for example safety aspects, emissions, and waste from regular activity. The results are documented and should be made available upon request.
- Emergency response - suppliers make a reasonable effort to implement an emergency response program that addresses the most likely anticipated emergencies in accordance with local legislation.

Prosperity: the economic dimension

- Local community – suppliers guarantee healthy and safe living conditions to local residents, support local job creation, local sourcing, education provisioning, and infrastructure development.
- Free and fair competition – in compliance with local regulation, suppliers engage in a free and fair competition that supports overall economic prosperity.
- Gifts - suppliers respect that AnQore employees and



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business related external stakeholders do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of the decisions made by AnQore, the external stakeholders or the supplier. Suppliers are aware of and adhere to our requirements.

- Transparent accounting - suppliers' accounting records and supporting documents show a true, fair, complete picture and reflect the nature of the underlying transactions. AnQore makes separate agreements with suppliers whose periodic reports it wishes to receive
- Suppliers provide comprehensive and transparent reports on their ESG performance, including detailed documentation of their supply chain practices and the environmental impacts of their operations.
- Business continuity - suppliers strive to maintain policies and plans that mitigate exposure to terrorism, crime, threats, pandemics, natural disasters and related major accidents and/or incidents.

Supply chain and reporting

- Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements and the content of the Code.
- AnQore may visit (and/or have external monitors visit) suppliers' facilities to assess compliance with this Code.
- Suppliers shall comply with the requirements in this standard and require their own suppliers to do the

same.

- Suppliers must within a reasonable timeframe and without undue delay inform AnQore if they discover a significant breach of the Code or applicable legislation in their own or their suppliers' or subcontractors' operations.
- Violation of this Code may result in an immediate termination of the business relationship, if suppliers are not willing to cooperate and address any encountered violations to the Code in a timely manner. Additionally, any such violation may result in legal action.

Whistleblower

- AnQore's employees are expected to report to their management any practices in dealings with business partners that are in violation of the Code.
- Suppliers and other stakeholders are entitled and asked to bring any violations of this Code and/or applicable laws to the attention of AnQore.
- Without any disadvantages for the reporting person, breaches of these regulations may be reported by email to: ContactUs@anqore.com
- AnQore will investigate the violations and make sure to find an appropriate solution.

Signature of Supplier

Supplier hereby declares the following:

- Has received a copy of the Code (latest version October, 2024, accessible via: <https://www.anqore.com/en/suppliers/doing-business-with-us>);
- Commits to comply with principles and requirements in the Code;
- Affiliated companies and subsidiaries, regardless of their legal entities or locations, are expressly bound by and required to adhere to the provisions outlined in the Code;

The undersigned authorized representative acknowledges Supplier's understanding of, and commitment to the obligations set forth in the Code.

Supplier Details:

Full company name:	
Supplier representative:	
Title:	
Date:	
Signature:	