Unique Group

VENDOR CODE OF CONDUCT STANDARD

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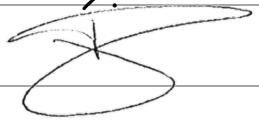
DOCUMENT INFORMATION

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This document should be read in conjunction with the following, not limited to: • Whistleblowing Standard • Anti-Corruption and Bribery Standard. • Corporate Gift and Entertainment Standard	

DOCUMENT DEVELOPMENT HISTORY

Document Version No.	Details of Change
2	▪ Branding, formatting and template changes

DOCUMENT REVIEW & APPROVAL

Name	Designation	Signature
Lata Kukian	Global Supply Chain Lead	
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1 PURPOSE

Unique Group is committed to conducting its business in an ethical, legal, safe, and environmentally and socially responsible manner. We continuously drive sustainability in products and solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enabling our customers to meet current and future needs of society. We have committed to the principles of "We source responsibly" and want to partner with our Vendors to further develop their sustainability performance in our supply chain. We expect our Vendors to fully comply with applicable laws and to adhere to internationally recognized environmental, social, and corporate governance standards (ESG standards). We also expect our Vendors to make their best efforts to implement these standards with their Vendors and subcontractors.

2 SCOPE

This Vendor Code of Conduct applies to all Vendors of Unique Group and its subsidiaries.

3 DEFINITION

For the purpose of this document, the following terms and abbreviations will apply:

Term	Definition
Group	The entirety of Unique Group
Company or Companies	Any subsidiary company or group company of Unique Group
Code	Unique Group's Vendor Code of Conduct Standard

4 REQUIREMENT

Unique Group expects our Vendor to support, embrace and enact the following ESG standards, which are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, Declaration on Fundamental Principles and Rights at Work, and the global chemical industry's Responsible Care program.

Governance

- Abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- Consider business integrity as the basis of business relationships.
- Prohibit all types of bribery, corruption, and money laundering.

- Forbid gifts to private or public officials that aim to influence business decisions or otherwise.
- Encourage them to act contrary to their obligations.
- Respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- Implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- Comply with applicable privacy and data laws, including data exportation/importation laws and regulations.
- Comply with antitrust laws and fair competition laws that govern the jurisdiction in which they conduct business.
- Not participate in any international boycotts that are not sanctioned by the U.S. government or applicable laws.
- Not use Unique Group's trademarks, intellectual property, or confidential information without prior authorization from Unique Group.

Occupational Health & Safety

- Vendors shall protect their employees from any hazards and physically demanding tasks in the workplace as well as from risks associated with any infrastructures used by their employees.
- Vendors will provide appropriate controls, safe work procedures, preventative maintenance, and necessary technical protective measures to mitigate health and safety risks in the workplace.
- When hazards cannot be adequately controlled by these means, Vendors will provide employees with appropriate personal protective equipment.
- Safety information relating to hazardous materials shall be available to educate, train and protect workers from hazards.
- A safe and healthy working environment also includes as a minimum provision of welfare measures.

Environment

- Comply with all applicable environmental, health and safety regulations.
- Promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products
- Ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- Protect employees' and neighbours' life and health, as well as the public at large against hazards inherent in your processes and products.
- Use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- Minimize negative impact on biodiversity, climate change and water scarcity.

Social

- Support the protection of internationally proclaimed human rights, fight forced labour (including modern slavery and human trafficking) and child labour.
- Uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.

- Treat employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices, or discrimination.
- Prevention of Sexual Harassment and Respectful Workplace Conduct
  Unique Group operates a zero-tolerance approach to sexual harassment and all forms of harassment, discrimination and abuse. All suppliers, subcontractors, partners and other third parties engaged in business with Unique Group are expected to uphold the principles of dignity, fairness, respect and equal treatment, and to maintain safe, respectful and inclusive working environments. Suppliers and subcontractors must take appropriate steps to prevent and address sexual harassment and other forms of harassment, discrimination and abuse in connection with the goods and services they provide to Unique Group. Any concerns or incidents must be addressed promptly and appropriately.
- Unique Group reserves the right to take appropriate action where these standards are not met, in accordance with the applicable contractual terms
- Enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- Comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.

Conflict of Interest

- The Vendors and Vendor's Personnel shall not engage or appear to engage in any activity that may result in foreseeable conflict between personal interest and Unique Group interests. Examples of conflict of interest include, but is not limited to, not disclosing having direct family relationship within Unique Group, providing preferential treatment and or giving personal Favors.
- If a Vendor is in doubt as to whether a situation is considered a conflict of interest, then he/she has the obligation to raise the matter to a Unique Group representative to clarify any doubt and ensure transparency.

Anti-Corruption Compliance

- Vendors shall prohibit the Vendor's Personnel from bribing, providing facilitation payments or offering, promising, or authorizing giving anything of value directly or indirectly to obtain or retain business.
- Vendors and the Vendor's Personnel shall abide by the applicable anti- corruption laws and regulations.

Data Security and Confidentiality

- Vendors will handle and process data only for the purposes for which it was collected or otherwise made available. Vendors shall demonstrate appropriate industry standard and best practices data security controls to ensure that all information is protected and secure from damage and unauthorized use.
- Vendors shall be immediately notifying Unique Group of any known or suspected data security breaches and will work with Unique Group and, if applicable, law enforcement to contain the breach and determine a root cause.

Ensuring the principles of sustainable development in our supply chain is important to us. You may acknowledge the principles stated above or demonstrate your commitment via compliance with your

own code of conduct or company policies that embrace these standards. Unique Group reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern. Unique Group reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or display patterns of non-compliance with these standards.

This Vendor Code of Conduct is a general statement of Unique Group's expectations and requirements with respect to its Vendors. This Code of Conduct should not be read in lieu of, but in addition to, any Vendor obligations set forth in a) requests for proposals, invitations to bid, or other solicitation documents, or b) agreement by and between Unique Group and the Vendor. In the event of a conflict between this code of conduct and any Unique Group solicitation documents or applicable agreements, the terms of Unique Group's applicable solicitation documents or agreements shall prevail. The requirements of this Code of Conduct are not subject to waivers. Neither Unique Group, nor their personnel or representatives are authorized to propose or approve conduct inconsistent with this code of conduct. Actively listed Unique Group Vendors undertakes to have read, understood, and shall comply with the Unique Group Vendor Code of Conduct including consultants, agents, business partners, vendors to comply with the same and all applicable laws, statutes, directives, or regulations and shall promptly notify Unique Group of any actual or suspected breach and provide all required information in this regard.

5 REFERENCE

- WHISTLEBLOWING STANDARD
- ANTI-CORRUPTION AND BRIBERY STANDARD