RECTICELGROUP

Recticel Supplier Sustainability Requirements

1. Introduction

Recticel Group expects its suppliers ("**Suppliers**") to conduct business responsibly and ethically, in line with the Recticel Group Code of Conduct ("**Code of Conduct**"), as available on the Recticel Group website.

These Recticel Supplier Sustainability Requirements ("**RSSR**") set out the key principles from the Code of Conduct that Recticel expects its Suppliers to follow. By signing the RSSR, the Supplier confirms its commitment to these principles. Failure to sign these RSSR or to comply may affect Recticel's decision to enter into or continue a business relationship with the Supplier.

2. Key principles to be respected

• **Legal compliance**: Suppliers shall comply with all applicable laws and regulations. Where the RSSR set a higher standard, Suppliers should apply that standard to the extent permitted by law. Additional requirements may apply under specific projects, purchase terms or other contractual arrangements.

• **Prohibition of child labour:** Suppliers shall not employ anyone below the applicable minimum working age and shall verify workers' ages before employment. Workers under 18 shall not perform hazardous work or work that could harm their health, safety or development.

• **Prohibition of forced labour and modern slavery:** Suppliers shall not use or support forced labour, modern slavery or human trafficking. Employment shall be freely chosen, without coercion, threats or penalties. Workers shall not be required to surrender money or original personal documents and shall be free to leave their employment in accordance with applicable law.

• **Health and safety at work:** Suppliers shall provide a safe and healthy working environment and take appropriate measures to prevent workplace accidents and health risks. Workers shall receive appropriate training and protective equipment and have access to safe drinking water and adequate sanitation facilities.

• **Freedom of association and right to collective bargaining:** Suppliers shall respect workers' freedom of association and right to collective bargaining, including their right to join or not join a trade union, without discrimination or retaliation.

• **Equal treatment, non-discrimination and no harassment:** Suppliers shall ensure equal opportunities and fair treatment. Employment decisions shall be based on objective, job-related criteria and not on characteristics protected by applicable law. Discrimination, harassment and violence shall not be tolerated.

• **Working hours, remuneration and leave:** Suppliers shall comply with applicable requirements on working hours, remuneration, rest and leave. Workers shall receive at least the applicable minimum wage and be paid correctly and on time.

• **Support for and respect of human rights:** Suppliers shall respect internationally recognised human rights and labour standards and take reasonable measures to prevent and address adverse human rights impacts in their operations and supply chains.

• **Fair competition and no bribery or corruption:** Suppliers shall comply with applicable competition, anti-bribery and anti-corruption laws. Bribery, improper advantages and anti-competitive practices, including price fixing, market allocation and bid rigging, are prohibited.

• **Conflicts of interest:** Suppliers shall avoid conflicts of interest in their dealings with Recticel and promptly disclose any conflict that could affect, or appear to affect, their relationship with Recticel.

• **Anti-money laundering and trade compliance:** Suppliers shall comply with applicable anti-money laundering, customs, export control, sanctions and other trade laws and take reasonable measures to identify suspicious transactions.

• **Accurate records, confidentiality, intellectual property and data protection:** Suppliers shall maintain accurate business records and protect Recticel's assets, confidential information and intellectual property. Personal data and business information shall be handled securely and in accordance with applicable laws.

• **Reporting concerns and cooperation:** Suppliers shall promptly report suspected breaches relating to their business with Recticel, protect persons raising concerns in good faith against retaliation, and reasonably cooperate with related investigations.

• **Environmental management:** Suppliers shall comply with applicable environmental requirements and take appropriate measures to manage and continuously improve their environmental performance and address environmental risks.

• **Sustainable sourcing and environmental performance:** Suppliers shall promote responsible sourcing and improved environmental performance, including by reducing resource use, emissions, waste and pollution. Where reasonably possible, products and services should minimise environmental impacts throughout their life cycle and promote durability, reusability and recyclability.

3. Compliance and follow-up

Suppliers shall comply with these RSSR and maintain **equivalent internal standards**. They shall communicate the relevant principles to subcontractors and suppliers involved in products or services supplied to Recticel and take reasonable measures to promote their compliance.

Suppliers shall maintain **appropriate evidence of compliance** and provide reasonable supporting information to Recticel Group upon request. Any identified non-compliance shall be addressed promptly through appropriate corrective measures.

Recticel Group may **verify compliance** through questionnaires, document reviews or reasonable audits. Suppliers shall cooperate with such verification and, where appropriate, provide access to relevant information, premises and personnel, subject to applicable law and appropriate confidentiality and security requirements. Compliance or implementation of an agreed corrective action plan may be required to obtain or maintain approved Recticel Group supplier status.

Suppliers shall **promptly notify Recticel of material non-compliance** and take appropriate corrective action. Material or repeated non-compliance may result in suspension or termination of the business relationship or other remedies available under the applicable contract or law.

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The Supplier agrees to comply with and be bound by the RSSR and confirms that it maintains equivalent internal standards. The undersigned confirms that he/she is duly authorised to sign on behalf of the Supplier.

Supplier company name and form:

Authorised representative's name:

Function:

Email:

Date:

Signature: