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## **DSM Supplier Code of Conduct**

### **Introduction**

DSM's activities are determined in a global way by its Values, which consist of three core elements: Valuable partnerships, Respect for people: and Good corporate citizenship:

### **Implication**

DSM believes that these values imply a responsibility to involve our suppliers in our efforts to improve social and working conditions and safety, health and environmental performance in our own company as well as in our supply chains

DSM therefore expects suppliers/contractors to express their preparedness and intent, also on behalf of their subsidiaries, to comply with this code and to ask their suppliers to comply as well.

#### ***Valuable Partnership***

- *Regulations* - Supplier should operate in full compliance with international, national and local laws and regulations applicable to their business operations, and obtain all necessary permits. Local industry standards should prevail when more stringent than the local legal requirements.
- *Free trade* – Supplier shall reject any restriction to free trade other than duly enacted national and international laws.
- *Management systems* - Supplier shall use a proactive approach in establishing and maintaining standards of safety, health, environmental and occupational health management, and sustainable development, including:
  - collection and evaluation of adequate and timely information regarding the environmental, health, and safety impacts of his activities
  - establishment of measurable objectives and where appropriate, targets for improved environmental performance, including periodically reviewing the continuing relevance of these objectives;
  - regular monitoring and verification of progress toward environmental, health, and safety objectives or targets.

#### ***Respect for people***

- *Wages* - Supplier will pursue a fair and competitive remuneration policy
- *Freely chosen employment* - Supplier shall not make use of forced or bonded labor. By right, labor should be freely given and employees should be free to leave in accordance with established rules.
- *Child labor* - Supplier shall not employ children in violation of conventions 138 and 182 of the International Labor Organization.
- *Discrimination* – Supplier shall not discriminate in any manner on the basis of race, ethnic background, age, religion, gender, sexual orientation or disability.

- *Freedom of association* - Supplier shall respect the right of his employees to be represented by trade unions and other bona fide representatives of employees, and engage in constructive negotiations with such representatives with a view to reaching agreements on employment conditions.
- *Safety, health and environment training* – Supplier's employees shall receive regular and recorded safety and health training, including the handling of hazardous materials and the prevention of environmental accidents, and such training shall be repeated for new or reassigned workers.

***Good Corporate Citizenship***

- *Emergency response* - Supplier shall do all that is reasonable and practicable to implement an emergency response program that addresses the most likely anticipated emergencies.
- *Safety and health risks for local residents* - Supplier shall systematically and regularly evaluate, by oneself or external party, the impact of their activities to local residents according to safety aspects, emissions, and wastes from regular activity. The results have to be documented.
- *Product stewardship program* – Supplier shall act in accordance with the principles of product stewardship, identifying, managing and minimizing the risks attached to supplier's products during their entire lifecycles. In this connection, DSM and supplier shall share relevant knowledge and expertise.
- *Waste* - Supplier shall (have) establish(ed) a procedure in accordance with applicable legislation for the safe handling, storing, transportation, utilization and disposal of waste.
- *Pollution prevention and resource reduction* - Supplier shall ensure and demonstrate continuous environmental improvements in various areas, including reduction of emissions, discharges, noise, waste, and reduction in reliance on natural resources and hazardous substances by means of clear targets and improvement policies.