

Supplier Principles

English version



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1. Who are these principles for?

These principles apply to the Suppliers of the companies operating within the RadiciGroup Engineered Materials business (the “Companies”).

2. Introduction

The Companies believe that corporate purchasing power is far more than a mechanism for commercial transacting. Through procurement decisions and the relationships built with business partners, the Companies give visible and tangible expression to their core values. The Companies recognize that their **supply chain footprint** is an extension of their reputation and their **ethical commitment to the environment, human rights, and social equity**.

These Supplier Principles serve as the overarching reference for all procurement partnerships. The Companies expect their suppliers—and their entire value chains—to embrace and operationalize these foundational expectations as we collectively drive a **sustainable and resilient chemical and compounding industry**.

3. The Supplier Code of Conduct (SCoC) as a Material Term

The Companies expect their suppliers to uphold uncompromising ethical standards in their daily operations. Formal commitment to the **Supplier Code of Conduct (SCoC)**, or submission of a validated equivalent corporate ethical policy, is a **strict, non-negotiable condition** of doing business with the Companies

This compliance commitment is formally considered a material and binding part of all global Purchase Orders (POs), Standard Terms and Conditions, and overarching supply and tolling agreements. Any material breach of the SCoC or refusal to execute the commitment constitutes a major default of contract, leading to immediate remedial escalation, potential commercial suspension, and disqualification.

SCoC is located here: www.radicigroup.com

4. Proactive Substance Stewardship

The Companies expect their suppliers to be highly proactive partners in chemical and material safety. Beyond maintaining **100% compliance with current international regulations**, including EU REACH and RoHS, suppliers must actively anticipate emerging product and material restrictions that could limit global supply. Specifically, partners are required to proactively declare the presence of any per- and polyfluoroalkyl substances (**PFAS**) or other restricted fluorinated additives, whether used as functional raw materials, active process aids, or mold-release agents.

Suppliers must transparently provide **full chemical disclosures**, material safety data sheets, and collaborate openly with our Product Stewardship, R&D and QA teams to develop technically viable, **safer substitution pathways** before regulatory bans cause commercial disruption.

These Supplier Principles serve as the overarching reference for all procurement partnerships. The Companies expect their suppliers—and their entire value chains—to embrace and operationalize these foundational expectations as we collectively drive a **sustainable and resilient chemical and compounding industry**.

5. Strict Change Management and Compliance Notifications

Suppliers are expected to maintain complete product integrity and operational transparency and must implement **strict, documented change management procedures**. Under no circumstances may a supplier execute changes to raw material feedstocks, manufacturing processes, additive formulations, manufacturing site locations, or key subcontractors without providing **advance, written notification** to the Companies for **formal review and approval**.

This notification is critical to ensure that any physical or process change does not inadvertently affect **regulatory compliance**, chemical registrations, product performance, or environmental footprints, including the **product carbon footprint baseline**.

6. Retaliation-Free Access to our Whistleblowing System

The Companies expect their suppliers to foster an open, transparent, and ethical work environment. Suppliers must agree that their employees, contractors, and third-party stakeholders have **unrestricted, safe, and confidential access** to the official **Whistleblowing Portal** accessible at <https://radicigroup.integrityline.com>

Suppliers must strictly prohibit any form of retaliation, discrimination, or disciplinary action against any individual who reports, in good faith, a potential breach of law, safety regulations, human rights standards, or of the Supplier Code of Conduct within a collaborative supply chain.

7. Localized Supplier Diversity and Economic Inclusion

The supply base is expected to support broad **social and economic equity**. While recognizing the high technical, scale, and international certification requirements associated with chemical compounding and advanced polymer

manufacturing, the Companies welcome and encourage qualified **minority-owned, and women-owned business enterprises (WBEs)** to join the supply base.

Suppliers are expected to mirror this localized approach in their own subcontracting. The Companies' regional procurement and sourcing personnel are empowered to actively seek out, qualify, and include **diverse local suppliers** in competitive bidding processes wherever technically viable, helping us build inclusive local economies.

Compliance Confirmation:

These Global Supplier Principles represent an overarching strategic charter. Acceptance and compliance with these Principles are considered legally binding upon receipt of a Purchase Order or the execution of any supply agreement with the Companies, and shall supersede any standard or conflicting commercial terms provided by the supplier.

8. Approvals, Review and Updates

In addition to the approval by Board of Directors of the RadiciGroup Engineered Materials parent company, these Supplier Principles will be submitted for approval to the companies operating within the Specialty Chemicals business (the "**SC Companies**"), being it understood that, provided that these Principles are approved by the Board of Directors of the Specialty Chemicals parent company overseeing the SC Companies, such SC Companies will be considered as "**Companies**" pursuant to the Supplier Principles.

These Principles, while upholding their core elements, will be **reviewed and revised, updated, or amended as required**, for example, in the event of a **substantial change in the Companies' structure, regulatory developments**, to evaluate the present state of the art of operations, or **to implement any new initiatives**.

These Principles, together with any subsequent updates, shall be subject to **review, amendment, approval and implementation** by:

- (i) the Board of Directors of the RadiciGroup Engineered Materials parent company, with respect to Companies other than the SC Companies; and
- (ii) the Board of Directors of the Specialty Chemicals parent company, with respect to SC Companies.



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