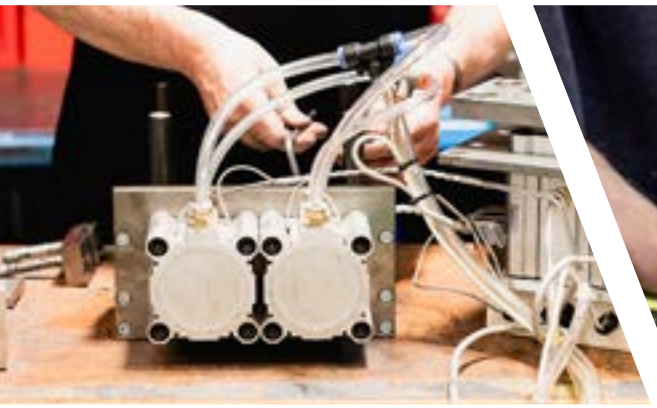


COBA plastics group

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SUPPLIER CODE OF CONDUCT







www.cobaplastics.com

SUPPLIER CODE OF CONDUCT

COBA develop and manufacture premium extruded and moulded components to demanding industry standards, whilst focusing on sustainable responsibilities. We aim to become the 1st choice supplier of extruded and moulded components across diverse sectors through the deployment of progressive environmentally friendly material compounds and fostering purpose for our people and customers for another 60 years. We do everything we can to ensure the continued health, of our employees and customers. We act responsibly in relation to the environment and work continuously towards the principles of sustainability.

We impact people and the planet through our products, our operations and our supply chain. The requirements in this Supplier Code of Conduct are based upon internationally recognised principles and also reflect COBA's core values – Care, Optimsim, Belief, Adaptability and the Code of Conduct for our own operations.

https://cobaplastics.com/about/our-purpose/

COBA requires that our suppliers comply with the principles set out in this document and apply their best efforts to ensure that equivalent standards are met in their own supply chain. To do so, suppliers shall establish and maintain a sustainability due diligence process consistent with the United Nations Guiding Principles on Business and Human Rights. Sustainability due diligence is an acknowledged methodology for identifying, preventing, mitigating and accounting for impact on human rights and the environment in businesses' own operations as well as in their value chains. This Supplier Code of Conduct covers COBA's entire supply chain, including suppliers, vendors, contractors, traders, consultants and agents (hereafter Supplier).

Suppliers shall always as a minimum comply with all applicable laws and regulations.

1. BUSINESS PRACTICES

Corruption, bribery and improper business conduct

Supplier shall not engage or be complicit in, or encourage any activity, practice or conduct that would be an offence under, or breach of, any applicable laws relating to corruption and bribery.

Supplier shall not, to obtain or retain business or other advantage in the conduct of business, offer, promise or give anything of value or an undue advantage to a public official or to any third party to influence such person to act or refrain from acting in relation to the performance of their duties. This applies regardless of whether the advantage is offered directly or indirectly.

Supplier shall not initiate or encourage facilitation payments on behalf of COBA, whether the payment is made directly or indirectly.

Supplier shall not request, accept or receive anything of value or an undue advantage that may influence their decisions, nor take part in or seek to influence any decision where there are related circumstances, factors or relationships (business, personal, economic or otherwise) that could give rise to an actual or perceived conflict of interest.

Supplier shall not offer, promise, give, request, or accept gifts, favours or hospitality which are more than modest, both with respect to value and frequency, or are inappropriate with respect to time and place.

Supplier shall not offer, give, request, or accept any gifts, favours or hospitality in connection with tender or negotiation/award processes.

Competition

Supplier shall not enter, seek to enter or otherwise engage in any form of agreement, arrangement or activity that would be a breach of applicable competition laws and regulations.

Money laundering

Supplier shall be firmly opposed to all forms of money laundering and shall take steps to prevent its financial transactions from being used by others to launder money or finance terror.

Trade sanctions

Supplier shall comply with trade sanctions relevant for the engagement with COBA.

Data Privacy

Supplier shall comply with applicable data protection legislation.

2. HUMAN RIGHTS AND WORKING CONDITIONS

Human rights

Supplier shall respect and support individual and collective human rights affected by its operations. Supplier shall take appropriate action to assess, prevent and remedy potential adverse impacts on human rights in a manner that is consistent with international practices on human rights.

Working Hours

Supplier shall comply with applicable laws, regulations, and national industry standards on working time, including overtime working hours, public holidays, and paid vacation.

Child labour

Supplier shall not employ children below the age of 15 or any higher minimum age for employment according to applicable laws. Young workers below the age of 18 shall not undertake any hazardous work.

If any child is found working at the premises of the Supplier and it is not according to the exceptions in the ILO convention on child labour (No. 138), steps shall immediately be taken to remedy the situation in accordance with the best interests of the child.

Forced labour

Supplier shall not employ workers against their will or require workers to lodge identity papers or deposits (financial incl. recruitment fee or otherwise) as a condition of their employment. All workers shall be free to leave their employment after giving reasonable notice.

Freedom of association and right to collective bargaining

Supplier's workers shall have the right to freedom of peaceful assembly and association, and no one may be compelled to belong to an association. Supplier shall respect the workers' right to participate in unions and being represented in collective bargaining agreements in line with applicable laws. In countries where applicable law restricts these rights, alternative means of association for workers shall be supported.

Employment conditions

Supplier shall ensure that their workers are provided with a written description of terms and conditions of employment in a language they understand.

Wages and benefits paid for a standard working week shall as a minimum meet national legal or industry standards, whichever is higher. Wages should be enough to cover basic needs and provide some discretionary income. Payments are to be made timely, in legal tender, and fully documented.

Nondiscrimination and equal opportunities

Supplier shall not support any form of discrimination or harassment related but not limited to race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin. Supplier shall promote equality of opportunity or treatment in employment and occupation.

No harassment

All workers shall be treated with respect and dignity, and the Supplier shall refuse to tolerate any unacceptable or degrading treatment, including mental cruelty, sexual harassment or discrimination gestures, language or physical contact that is sexual, coercive, threatening, abusive, or exploitative. There shall be no form of physical punishment.

Local communities

Where relevant for the Supplier's operations, the rights and integrity of local communities, indigenous peoples, or other traditional groups shall always be respected. Supplier shall respect rights such as culture, customs, and heritage of local communities.

Supplier shall minimise resettlement of people by considering feasible project alternatives.

For work that may have significant impact on land areas inhabited or used by indigenous people or other traditional groups, Supplier shall consult and cooperate with the people concerned.

Security forces

Supplier shall operate in line with the Voluntary Principles on Security and Human Rights when involved with public or private security providers.

Conflict minerals

To the extent applicable to Supplier's operations, there shall be a written policy and procedure in place to avoid knowingly acquiring conflict minerals or unsustainable mined minerals produced at high environmental and social costs.

Whistleblowing routine

Supplier shall ensure routines for workers to raise concerns or request information related to their business operations.

3. HEALTH AND SAFETY

Supplier shall secure a healthy and safe working environment, addressing workplace risks to both mental and physical health, for all its workers and follow prevailing regulatory standards and industry norms to minimize health and safety risks. This shall include compliance to applicable laws and regulations, international standards and the ILO Conventions on Occupational Health and Safety.

Supplier shall ensure that its workers understand the hazards and safe practices for their work, and authority to refuse or stop unsafe work. Whenever necessary, workers are to be provided with, and instructed to use, appropriate personal protective equipment.

Supplier shall provide adequate and regular training to ensure that workers are adequately educated on health and safety issues.

Where Supplier provides accommodation for their workers or subsuppliers' workers, it shall be clean, safe and meet the basic needs of the workers, and, where appropriate, for their families.

4. ENVIRONMENT AND CLIMATE

Supplier shall ensure that its operations are compliant with the environmental laws, regulations, legal agreements and permits relevant to the activities and geographic locations of its operations.

Supplier shall strive to minimize the adverse environmental and climate impacts of its activities, supply chain, products, and services. To the extent applicable to the type of activity undertaken by the Supplier's operations, the supplier shall demonstrate an established methodology for identifying and mitigating its material environmental risks. This assessment should include, but not be limited to, risks related to; biodiversity; water and land use; waste management; chemical management; air, soil and water quality; GHG emissions; energy efficiency; physical climate risk; and supply chain.

Supplier shall seek to implement technologies and processes in their operations that promote the sustainable use of natural resources and safe handling of waste and chemicals and reduce impact upon biodiversity and ecosystem services.

REFERENCES

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HUMAN RIGHTS

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2:

Make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4:

The elimination of all forms of forced and compulsory labour.

Principle 5:

The effective abolition of child labour; and

Principle 6:

The elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility;

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

ANTICORRUPTION

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

COBA plastics group

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Contact us today for information, advice and support.











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