

CODE OF CONDUCT FOR SUPPLIERS

This document contains the code of conduct applicable to suppliers (the "**Supplier Code of Conduct**") of Sonoma Chemicals, S.L., a Spanish company, with registered office at Avenida Diagonal 503, 08029 Barcelona, Spain, and N.I.F./EORI ES-B04996096, (hereinafter "**Sonoma**" or the "**Company**") and is addressed to Sonoma's suppliers, employees and stakeholders.

1. Target

Sonoma's Supplier Code of Conduct describes in thirty (30) sections what Sonoma requires of you as a supplier in terms of labour and employment rights, environment, health and safety, business ethics, social responsibility and global business practices.

As a supplier, you must adhere to this code of conduct and operate in full compliance with the laws and regulations of all countries in which you operate. Where local laws and regulations are less restrictive than this Code of Conduct you must adhere to Sonoma's principles. Failure to comply with internationally recognised standards and the standards set out in this Supplier Code of Conduct will result in termination of your contract and your relationship with Sonoma.

2. Content

At Sonoma we strive to be the global distributor of products for industrial and cosmetic use, creating unique synergies across all areas of expertise. For our customers, we provide access to the best ingredient solutions available to add value. We are ambassadors, technology experts, networkers and a business platform connecting ingredient manufacturers and users from all areas. As a result, we deliver better ingredient solutions for our customers, for consumers and for the planet, helping them to innovate, simplify and grow their business sustainably.

At Sonoma we have core values and guiding principles that are essential to our business operations and are key to our ambition to achieve sustainable and profitable growth. By giving people the freedom to act and empowering them to drive the business forward, Sonoma has established a dynamic and entrepreneurial culture. Integrity, transparency and compliance are our core business values, which foster a climate of trust and respectful partnerships with our suppliers and customers.

With these values in mind, Sonoma has created a culture where integrity is central to the way we do business and unethical behaviour is not tolerated. Our culture is strong and an important factor in enabling the best people to succeed. Sonoma companies around the world are equally committed to Sonoma's business principles, core values and ethics embedded in our corporate culture and outlined in this Supplier Code of Conduct.

(i) Ethics and social responsibility

In conducting its business, Sonoma acts with integrity and honesty and always maintains the highest standards of corporate responsibility in accordance with laws and ethical principles.

You should act ethically and consider the environment when making business decisions. You are expected to develop or adapt existing business practices to improve your working environment, the community and society at large.

(ii) **Business integrity compliance**

Sonoma complies with all laws against corruption, bribery and money laundering. As a supplier, you must adhere to the same laws and principles.

You will not give or accept bribes or kickbacks, or violate applicable bribery and corruption laws, including the Foreign Corrupt Practices Act. Sonoma maintains strict policies regarding gifts and gratuities involving Sonoma employees and representatives, and you must comply with those policies in all respects. Any form of extortion, corruption or embezzlement is strictly prohibited and will result in immediate termination of your contract.

(iii) **Dissemination of information**

It shall accurately record and disclose information about its business activities, corporate structure, financial condition and business performance in accordance with current industry practice and applicable laws and regulations.

(iv) **Intellectual property**

You must respect intellectual property rights and maintain controls to safeguard Sonoma's name, logo, trademarks, confidential information and other intellectual property from unauthorised use, modification and damage.

(v) **Operating licence**

They must have the appropriate licences, registrations and certifications required to conduct business at the locations where they operate.

(vi) **Supplier diversity**

Sonoma is committed to supporting economic development efforts with diverse suppliers to the extent that they can create jobs, foster entrepreneurship and produce useful goods and services at competitive prices. You must adhere to similar principles and support and develop supplier diversity programmes within your organisations and, as required, provide data to Sonoma detailing expenditures with diverse suppliers.

(vii) **Antitrust and competition law**

It shall not violate the antitrust and competition laws of the countries in which it operates, and shall not engage in price fixing, price discrimination or unfair business practices that violate applicable antitrust and competition laws.

(viii) **Conflicts of interest**

You must conduct business openly, transparently and with the utmost integrity. A potential conflict of interest exists if a supplier's employee or family member has a close relationship with a Sonoma employee who may make decisions that affect the supplier's business. You are obligated to immediately disclose such relationships to Sonoma prior to commencing business or whenever they arise.

(ix) **Data protection**

You are required to have an information security system in place to protect Sonoma's information - and that of its customers and employees - from disclosure, modification, destruction or use for purposes other than those for which it was provided.

(x) **Labour and employment rights**

Sonoma believes in treating people with dignity and respect and is committed to protecting the human rights of others. As a global company, Sonoma is committed to maintaining safe and professional work environments where employees are free from violence, harassment and discrimination. We expect you to do the same. If you are unable to meet our standards, Sonoma has the right to terminate the business relationship.

(xi) **Freedom of association**

Sonoma recognises that its staff may have the right to form or join trade unions and to bargain collectively. It will not retaliate against or discriminate against any member of its workforce who chooses to exercise their right to do so.

(xii) **Child labour**

It shall not use, engage in or support child labour practices. Its workforce, including but not limited to employees and contract labour, must be of the minimum age required by law and must not be less than 15 years of age, provided that the child has received appropriate training and his or her health and safety is fully protected.

(xiii) **Involuntary labour and human trafficking**

It shall not engage in or support forced or compulsory labour as defined in ICO Convention No. 29, including practices of servitude, slavery and trafficking in human beings. All work performed must be voluntary, and employees have the right to terminate the contract with reasonable notice.

(xiv) **Salaries and benefits**

It must provide employees with wages and benefits that meet the minimum amount required by applicable laws/regulations. In countries where a minimum wage law does not apply, your workforce, including but not limited to employees and contract labour, must be paid wages comparable to the industry average and, in all cases, your workforce, including but not limited to employees and contract labour, must be paid in legal tender on a regular and timely basis.

(xv) **Working hours**

You must comply with all applicable laws and industry standards on the number of hours an employee or contract worker may work in a successive shift, day, week or specific period of time. If the applicable law does not set the maximum number of hours a person may work in a particular period, no work week shall exceed 60 hours, and you must pay the standard wage and any higher rate determined by national law or industry average, for overtime worked. You must also comply with national legislation on public holidays and sick leave provisions.

(xvi) **Employee health and safety**

Maintain the workplace and any accommodation used to house employees in a clean, orderly and safe manner in accordance with all applicable national laws and/or industry standards. It shall implement programmes to prevent or control employee exposure to workplace hazards, including chemical, biological and physical hazards, and implement programmes to manage processes safely and prevent disasters.

Identify and encourage programmes that promote access to health programmes that positively affect the health of employees and provide occupational health and safety training to all relevant employees. Workers will not be penalised for raising safety concerns and will have the right to refuse unsafe working conditions, without fear of reprisal, until their concerns are adequately addressed by management.

(xvii) **Harassment**

You shall treat employees fairly and create a working environment free from mental or physical coercion. You shall not engage in harsh or inhumane treatment of employees, including workplace, sexual, psychological, racial or religious harassment. Any act that creates an intimidating, hostile or offensive work environment is strictly prohibited.

(xviii) **Discrimination**

It shall not discriminate against employees on the basis of race, colour, national origin, religion, gender, disability, sexual orientation or political opinion. Any exclusion or preference in the work environment based on these grounds that results in impaired inequality is prohibited. Suppliers are expected to hire employees and labour solely on the basis of each individual's job competence and, if requested, must be able to provide Sonoma with a written policy statement on the prevention of discrimination in the workplace.

(xix) **Diversity**

Sonoma believes in the value of diversity and is committed to actively creating an environment where each person is empowered to learn, grow and maximise their personal contribution. Celebrating the similarities and differences that make up each person will continue to foster innovative thinking and drive the kind of sustainable competitive advantage that will help you and Sonoma grow and prosper for decades to come. You must be inclusive and ensure that your employees and other stakeholders are always treated with dignity and respect.

(xx) **Responsible care**

Sonoma strives for excellence in global environmental, health, safety and security performance. We manage our global operations by establishing processes to safely use, transport and dispose of our raw materials and products in accordance with the law. We expect the same from our suppliers.

(xxi) **Environmental compliance**

It must comply with all environmental laws and regulations and have the appropriate environmental permits and registrations for the business sector in which it operates. All permits and registrations must be kept up to date.

(xxii) **Hostile possession**

The land and property rights and titles of individuals, indigenous peoples and local communities are respected. All negotiations related to their property or land, including land use and transfers, adhere to the principles of free, prior and informed consent, transparency and contract disclosure.

(xxiii) **Sustainability**

It must reduce the environmental impacts of its operations, including natural resource consumption, materials sourcing, waste generation, wastewater discharges and air emissions, and avoid accidental releases of hazardous materials into the environment and adverse environmental impacts on the local community.

(xxiv) **Emergency prevention and response**

It should identify potential emergency situations, implement preventive measures and be prepared to execute emergency response plans. Must have or establish emergency plans and response procedures to anticipate, identify and respond to emergency situations and events.

(xxv) **Product quality**

You must provide high quality products that meet the requirements and specifications set by Sonoma. You must create and maintain a quality management system that is approved by a reputable third party and can provide documentation of quality certificates.

(xxvi) **Reporting obligation**

You should promptly report quality problems, quality concerns, or quality nonconformances that have been supplied to Sonoma in error, or if a latent problem, concern, or nonconformance was detected after the material was shipped.

(xxvii) **Obligation to report changes**

You must communicate changes to your product, process or service to Sonoma. Generally, minor changes require prior notification and major changes require prior approval from Sonoma. This obligation varies depending on the type of goods supplied and your Sonoma purchasing agent will advise you of the change communication requirements in coordination with Sonoma technical or quality management depending on your product or service.

(xxviii) **Insurance**

You should obtain and maintain adequate insurance policies in accordance with market standards to cover the risk inherent in your business.

(xxix) **Trade rules**

You must comply with the trade regulation laws of the country in which you operate.

(xxx) **Declaration**

You are responsible for establishing processes to monitor and record compliance. If your adherence to Sonoma's Supplier Code of Conduct is questioned, you will be asked to provide evidence of compliance with this Supplier Code of Conduct. Sonoma reserves the right to investigate any instances of non-compliance with this Supplier Code of Conduct and, if the issue is not resolved, Sonoma has the right to terminate the business relationship and any existing contract. You must also understand and agree to comply with the following:

"You have received Sonoma's Supplier Code of Conduct and affirm that you are committed to complying with the Supplier Code of Conduct and the principles set forth therein. You affirm that you will comply with all applicable laws, treat people with dignity and respect, avoid conflicts of interest, protect the environment, provide safe and healthy working conditions, and protect Sonoma's information."

Management

Sonoma Chemicals