



**Supplier
Code of Conduct
Policy**

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Polymer Team Supplier Code of Conduct

The core of Polymer Team's business ethic is "What we do, we want to do excellently", therefore we adhere to the highest standards of ethics and integrity. These standards are reflected in our Business Code of Conduct (BCoC), which explains what is expected of us and what we aim to stand for. Ultimately, BCoC helps us maintain the trust we have built with our business partners (suppliers, contractors, vendors, distributors, other service providers, referred to herein as "Suppliers"), and is a pillar of our business success

We aim to build long-term commercial relationships with our suppliers, who take our ethical standards into account while respecting their own corporate culture.

The Supplier Code of Conduct ("SCoC") that has been drawn up aims to ensure that our suppliers also commit to a joint effort to ensure continuous progress, sustainable development and improved ethical business practices.

Suppliers are required to meet or exceed the expectations and commitments stated in the SCoC, including complying with all applicable laws and regulations, protecting human rights and treating all employees with dignity, creating a safe and healthy working environment for all employees, protecting the environment and reducing its impact, and respecting ethical conduct and complying with fair business practices.

We expect our suppliers to apply these principles throughout their own organization and supply chain, regardless of country, location, entity, wherever they operate.

Polymer Team requires to implement this SCoC and any violation may result in immediate termination as a Polymer Team supplier.

The full contents of this SCoC are also available on our website : <https://www.polymerteam.com/>

If you have any questions about ethics, please contact our Polymer Team at ethics@polymerteam.com

Conflict of Interest

Conflicts of interest may arise when suppliers have a competing professional or personal interest during carrying out Polymer Team business dealings. Conflicts of interests are prohibited by Polymer Team policy.

Suppliers must also ensure that all parties acting on their behalf avoid such situations. If suppliers suspect an actual, potential or perceived conflict of interest, they commit to reporting it to Polymer Team.

Anti-Bribery and Corruption

Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any kinds of bribery).

Polymer Team also expects suppliers and their suppliers to comply with anti-corruption laws that forbids from soliciting gifts, events or favors of any kind which likely to be viewed as a bribe.

Data Privacy and Protection

Polymer Team respects the privacy and confidentiality of all business partners and customers.

Suppliers are expected to maintain the confidentiality of propriety information entrusted to them by Polymer Team, except when disclosure is authorized in writing by the management or required by any laws or regulations.

Suppliers are commit to protecting the privacy of personal information of everyone they do business with and to comply with privacy and information security laws and regulatory requirements when protected information is collected, stored, processed, transmitted and shared. Intellectual property rights, transfer of technology and know-how shall also be done in a way that adequately protects them. Suppliers requiring the exchange of confidential information about Polymer Team are required to enter into a non-disclosure agreement (NDA) with Polymer Team in advance.

GLET Policy

It may be considered standard business practice to give and receive acceptable gifts, such as events and lunches that are designed to strengthen mutual connections and create a bond, but it also carries the risk of potential bribery . Polymer Team maintains a "No-Gift" policy to show our commitment to maintain good ethics and as such, suppliers aren't allowed to offer, send or exchange gifts and events with Polymer Team employees, and vice versa, as Polymer Team is committed to operate with the highest level of integrity and good governance.

Diversity

In creating value for our customers and within our own company, we respect the diversity of the workforce. We interact with people of diverse backgrounds, experiences, cultures, religions, ages, various levels of ability, races, ethnicity and genders. Polymer Team doesn't tolerate discrimination, harassment or offensive behavior on any of those features. All suppliers need to ensure that they are also free from any form of discrimination, harassment or offensive behavior and are expected to apply the same respect when interacting with their external partners.

Whistleblower

We are committed to the highest standards of ethics within our company and for our operations. Therefore, it's critical that suppliers disclose any breaches of compliance on our Code of Conduct, as well as to certain actions that contravene the laws and regulations.

Our Whistleblower Policy provides a safe channel for the suppliers to report suspected violations of our Code of Conduct. Polymer Team has created an email address to encourage and empower all employees of the company, suppliers and customers to disclose any actual and/or suspected misconduct with the assurance on confidentiality protection and no adverse punishment for making the report.

All ethical concerns will be dealt with sensitivity and discretion. Failure to comply with our Code of Conduct could have serious consequences to the suppliers. Any suppliers found to be in violation, will be subject to appropriate action, including possible termination of the future collaboration. All reports on misconduct can be reported to ethics@polymerteam.com or by completing the complaint form on our website <https://www.polymerteam.com/our-code-of-conduct>

Whistleblower Process



May require **reporting to** authorities for further investigation and/or prosecution

Reporting Channel

- Whistleblowers will be protected
- You're encouraged to report violations to any of the point of contacts below :

Site Manager

Tel. : +3289 32 36 94

Financial Manager

Tel. : +3289 36 93 79

Send your email to the following mailbox :

ethics@polymerteam.com