

# Code of Conduct for Suppliers, Distributors and Agents

## We are committed to conducting business ethically and sustainably

We at Kemira are committed to conducting our business ethically and sustainably. In addition to compliance with applicable laws throughout our global organization, we respect the internationally recognized principles and standards of business ethics and integrity. Kemira has implemented a Code of Conduct which is in line with OECD Guidelines for Multinational Enterprises. In a sustainable corporation, economic performance, social responsibility and environmental impact are balanced. We believe that corporate responsibility improves our competitiveness.

## We care for people and the environment

We at Kemira do not compromise safety in any circumstances. Our employees' well-being is important for us. We do our best to protect the environment and people around us.

## We expect the same from our suppliers and other Business Partners

Kemira will only deal with reliable suppliers, distributors and agents ("Business Partners") who show consideration for the environment and people. When we select our Business Partners, we expect them and their business partners to be committed to ethical and sustainable conduct of business and to actively support implementation within their sphere of influence

### We expect our Business Partners to:

- **Conduct their business with integrity**
  - Comply with all applicable laws and regulations
  - Conduct business without payment or receipt of inappropriate inducements, unlawful incentives or other benefits that might be considered an attempt to influence decision makers
  - Avoid corruption, bribery, fraud and extortion in any form
  - Abide by laws regarding fair competition and antitrust
  - Respect the intellectual property rights of others as well as protect confidential, proprietary and personal information
  - Implement systems, controls and policies to promote compliance with applicable laws and these business principles, including training, monitoring and auditing mechanisms
- **Respect human rights and provide appropriate working conditions**
  - Treat employees fairly and with respect, never abuse them or use mental or physical coercion
  - Never use forced or involuntary labor or child labor
  - Respect the internationally recognized labor rights, including freedom of association and worker representation
  - Pay compensation to workers that comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits
  - Avoid any kind of discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, trade union membership or marital status
  - Maintain a safe and healthy working environment and when appropriate provide access to protective equipment and safety training for all employee

- Protect the environment
  - Obtain, maintain and keep current at all times all required environmental permits and registrations and comply with all laws and regulations addressing environmental protection
  - Maintain effective policies, processes and procedures to manage and constantly reduce adverse environmental impacts
- In relation to its Business Partners, Kemira will:
  - Select and treat our Business Partners fairly and objectively at all times
  - Conduct our business in an ethical manner
  - Adhere to the terms and conditions of our agreed contractual obligations and address any exception in a timely manner
  - Ensure that our suppliers' sustainability credentials are part of our supplier selection process, and, where appropriate, sustainability criteria are used in the award of contracts
  - Seek to ensure that our Business Partners understand and comply with our Code of Conduct for Suppliers, Distributors and Agents.

*For further information please visit  
[www.kemira.com/en/corporate-responsibility](http://www.kemira.com/en/corporate-responsibility).*

*Please do not hesitate to contact [responsibility@kemira.com](mailto:responsibility@kemira.com) if you have a further inquiry or in case you would like to report any concern or potential misconduct with respect to Kemira or its Business Partners.*