



SUPPLIER CODE OF CONDUCT



Soudal is committed to conducting its business in an ethical, legal, and socially responsible manner. We expect our suppliers to share this commitment and adhere to the principles outlined in this Supplier Code of Conduct.

Soudal adheres to the philosophy that everybody in the supply chain is responsible for what happens throughout the entire supply chain.



1. CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Suppliers must respect the confidentiality of Soudal's information and the intellectual property rights of all parties. Any proprietary information provided by Soudal should only be used for its intended purpose and must be protected against unauthorized disclosure or misuse.



2. COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable national and international laws, regulations, and standards in the countries in which they operate. This includes, but is not limited to, laws related to labor, health and safety, environmental protection, and anti-corruption.



3. LABOR PRACTICES

- **Freely Chosen Employment:** Suppliers must not use forced, bonded, or indentured labor, involuntary prison labor, or human trafficking.
- **Child Labor:** Suppliers must adhere to the minimum employment age as defined by national law or by International Labor Organization (ILO) standards, whichever is higher.
- **Non-Discrimination:** Suppliers must provide a workplace free from discrimination, harassment, and abuse. Employment decisions should be based on merit, qualifications, and abilities.
- **Working Hours and Wages:** Suppliers must comply with applicable laws and standards regarding working hours, wages, and benefits. Workers should be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is higher.



4. ETHICAL BUSINESS PRACTICES

- **Integrity and Fairness:** Suppliers must conduct their business with integrity and fairness, avoiding any form of corruption, extortion, or embezzlement. All business dealings should be transparently performed and accurately recorded.
- **Conflict of Interest:** Suppliers must avoid conflicts of interest or situations that could give the appearance of a conflict of interest. Any potential conflicts should be disclosed to Soudal immediately.



5. HEALTH AND SAFETY

- Suppliers must provide a safe and healthy working environment for all employees. This includes taking appropriate measures to prevent accidents and injuries, providing necessary safety equipment and training, and ensuring that all facilities comply with health and safety regulations.





6. ENVIRONMENTAL RESPONSIBILITY

- Suppliers must comply with all applicable environmental laws and regulations. They should strive to minimize their environmental impact by adopting practices that promote sustainability, such as taking climate action, embracing circularity, conserving energy, and responsibly managing natural resources.



7. MONITORING AND COMPLIANCE

- Soudal reserves the right to monitor and audit suppliers to ensure compliance with this Code of Conduct. Suppliers are expected to cooperate with such audits and provide all necessary information and access.



8. COMMITMENT TO CONTINUOUS IMPROVEMENT

- Suppliers are encouraged to continuously improve their practices and performance in relation to the principles outlined in this Code of Conduct. Soudal is committed to working collaboratively with suppliers to achieve high standards of ethical, legal, and responsible business conduct.

BUILD THE FUTURE



CONCLUSION

- By adhering to this Supplier Code of Conduct, suppliers contribute to the overall success and reputation of both their organization and Soudal. We appreciate your commitment to these principles and look forward to a mutually beneficial relationship.



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