

Wavin's supplier Code of Conduct describes the Corporate Social Responsibility requirements for our suppliers. It is Wavin's policy to conduct business in compliance with law and widely accepted norms of fairness and human decency (see Wavin Code of Conduct), and we expect our suppliers to act similarly. As a condition of doing business with Wavin, we expect our suppliers to conform to these requirements and expect their sources in the supply chain to do so as well.

We will assess adherence to these requirements and will consider a supplier's progress in meeting these requirements and their ongoing performance in making sourcing decisions. Wavin suppliers are encouraged to correct non-compliance issues identified during assessments. If a supplier refuses or is unable to correct the non-compliance to our satisfaction, we will terminate the relationship as a last resort. Our requirements for supplier business conduct are:

## **A. Labor**

Wavin suppliers will uphold the human rights of employees and treat them with respect and dignity as understood by the international community. Wavin suppliers are encouraged to develop lawful workplace apprenticeship programs for the educational benefit of their community, provided that all participants meet the minimum age requirements.

### **Forced labor**

Wavin suppliers shall not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

### **Child labor**

Wavin suppliers will ensure that their hiring practices are in compliance with International Labor Organization (ILO) Conventions for minimum age (Convention 138) and child labor (Convention 182). Workers under the age of 18 should not perform hazardous work and should be restricted from night work if it interferes with educational needs.

### **Anti-discrimination**

Wavin suppliers shall not subject any person to discrimination with regard to employment (including hiring, salary, benefits, advancement, discipline, termination, or retirement) on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

### **Harassment and Abuse**

Wavin suppliers shall treat every employee with respect and dignity, and shall not allow any employee to be subject of physical, sexual, psychological, or verbal harassment or abuse

### **Wages and benefits**

Wavin suppliers will meet wages and benefits paid, at a minimum, applicable legal requirements. In any event, wages and benefits should be enough to meet basic needs. For each pay period, the supplier will provide workers with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

### **Fair working hours**

While it is understood that overtime is often required, Wavin suppliers will manage operations in compliance with the law and ensure that overtime does not exceed levels that create inhumane working conditions.

### **Freedom of association and collective bargaining**

Wavin suppliers will recognize the right of workers to join or to refrain from joining associations of their own choosing and the right to collective bargaining, unless otherwise prohibited by law. In all cases, worker rights to open communication, direct engagement, and humane and equitable treatment must be respected.

**B. Health and Safety**

**Healthy and safety working conditions**

Wavin suppliers shall comply with applicable environmental laws and regulations and provide a safe and healthy working environment to prevent accidents and injury to health occurring within or arising out of the course of work, or as a result of the operation of employer facilities.

**C. Environment**

**Environmental sustainability**

Wavin suppliers of goods are expected to have an Environmental Management System (EMS) in place for example ISO 14001 or equivalent. Third-party registration is strongly recommended but not required. We work with and encourage our suppliers to create products that are energy efficient, highly recyclable and contain significant amounts of recycled materials and low amounts of hazardous materials. To enable us to evaluate supplier components and products for environmental performance, suppliers must provide material disclosures as outlined in our controlled and reportable materials disclosure process where applicable.

**D. Ethics**

**Anti-corruption**

Suppliers will conduct their businesses without engaging in corrupt practices, including public or private bribery or kickbacks. Suppliers will maintain integrity, transparency and accuracy in corporate record keeping.

**Gifts and offers of hospitality**

Wavin discourages all suppliers from providing any gift or offer of hospitality to any of our employees. We have a policy concerning supplier relationships that applies to all our employees. This policy prohibits employees from receiving cash from any supplier and places strict limits on the receipt of promotional items, personal gifts and entertainment.

**No unfair business practices**

Wavin suppliers will act with integrity and lawfully in the proper handling of competitive data, proprietary information and other intellectual property, and comply with legal requirements regarding fair competition, antitrust, and accurate and truthful marketing.

**E. Management Systems**

**Management system**

Wavin suppliers shall adopt or should have a management system designed to ensure:

- a) Compliance with applicable laws, regulations and customer requirements related to supplier's operations and products;
- b) Conformance with this code; and
- c) Identification and mitigation of operational risks related to the areas covered by this code. The management system should also drive continual improvement.

**Monitoring and Compliance**

To ensure compliance with our Supplier Code of Conduct, Wavin shall have the right to monitor suppliers through audits by third parties and visits by Wavin personnel. We seek relationships with suppliers that are committed to manufacturing Wavin's products under fair and safe labor conditions and sound environmental practices. If we determine that a particular supplier does not comply with our Code, we typically strive to work with the supplier to develop and implement an appropriate corrective action plan. Nevertheless, depending upon the nature of the non-compliance, Wavin may elect to end its relationship with a supplier that produces and/or delivers Wavin's products at any time for failing to adherence to our Supplier Code of Conduct.

Company name: ..... Signed by: .....

Date: ..... Signature: .....