

## **PERLON<sup>®</sup> SUSTAINABILITY POLICY**

PERLON<sup>®</sup> is committed to a sustainable future by caring about our environmental, social and economic impact through collaboration with partners along our value chain. In line with this global sustainability strategy we focus on creating circular opportunities, reducing our climate impact, caring for the people we impact, carefully managing our use of natural resources and creating responsible purchasing and supplier partnerships.

We translate these responsibilities in sustainability over the supply chain via this procurement policy, maintaining the highest standards of business conduct and integrity.

We require our suppliers to commit to international principles and ensuring constant engagement in their own activity and along their supply chain. Our suppliers are required to comply with the following sustainability themes:

**Human and labor rights:** Our suppliers are required to comply with international standards such as the UN Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and local country laws such as the German Supply chain Act (GSCA) and the US Fair Labor Standards Act (FLSA).

**Health & safety:** PERLON<sup>®</sup> is committed to safety through ISO 45001 OSHAS management system and Zero Accident Culture and has at heart to ensure the same commitment to safety along its supply chain. Our suppliers are thus required to provide an occupational health & safety work environment for its own employees and others within their operations.

**Environment:** Our suppliers are required to meet or exceed all applicable national and international environmental laws & regulations as determined in the EU Green deal. Our suppliers are required to actively manage and reduce their negative impacts on the environment.

We operationalize this policy by taking sustainability into every aspect of the procurement process. We require our suppliers to adhere to this policy. Our teams will execute risk assessment, review and evaluate suppliers, products and services on sustainability and will audit suppliers if considered necessary.

- We commit ourselves to reduce the overall emissions (carbon foot print) of our products per kg ex works until 2030 by 15% compared to 2020.
- We prefer suppliers who commit and contribute to this target by developing and supplying products, materials and energy with low carbon foot print and use of circular or bio based feedstocks.
- We source as much as practically possible locally (country) and regionally (continent) in order to stimulate local economy and avoid unnecessary transportation and CO2 emissions.

This policy reflects our internal code of conduct and will be reviewed periodically as business needs require.

PERLON<sup>®</sup> GmbH  
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