



SUPPLIER CODE OF CONDUCT

IN BUSINESS

We provide great, on time services to our valuable customers.



CEO STATEMENT

NIPA Chemicals is committed to abiding by all applicable laws. upholding corporate, social, and environmental standards that are recognized globally. along with the "Governance Standards," governance standards. In all aspects of its value chain, NIPA Chemicals strives to encourage and promote social responsibility. As a result, NIPA Chemicals favors working with partners whose principles align with its own. Therefore, NIPA Chemicals anticipates that its suppliers, as well as their own suppliers and subcontractors, will abide by the Governance Standards and all applicable laws. The following is a list of things we specifically demand from our suppliers. Governance Principles.

Noah Martens, Chairman & CEO



COMPLIANCE WITH LAWS AND REGULATIONS

- Suppliers shall comply with all laws and regulations applying to them in all countries where they conduct business.
- Suppliers shall support the protection of internationally proclaimed human rights.
- Suppliers shall comply with all applicable trade sanctions, import and export laws, and regulations when engaging in international trade and transferring goods, funds, services, software, or technology.



LABOR

- Suppliers shall not use child labor and shall ensure that young workers are above a country's legal age for employment.
- Suppliers shall not use or support the use of forced or bonded labor. The use of inhumane treatment and corporal punishment shall be banned by suppliers.
- Suppliers shall fight discrimination in the workplace and ensure their employees are working in a harassment-free environment.
- Suppliers shall recognize and respect the rights of employees to freedom of association and collective bargaining.
- Wages and benefits paid to supplier's employees shall abide by applicable national laws. Working hours of suppliers' employees shall not exceed the maximum set by applicable law.
- Suppliers shall comply with employees' rights to privacy and data protection, as set by applicable law.



ETHICS

- Suppliers shall not engage in or tolerate any form of bribery, corruption, extortion, or embezzlement, and shall not offer NIPA's employees any gifts or personal benefits likely to influence their decision-making.
- Suppliers shall comply with applicable laws regarding fair competition and engage in fair business practices.
- Suppliers shall use valid intellectual property rights.
- Suppliers shall have policies and procedures in place to ensure that books, records, and accounts are accurate, complete, and transparent.
- Suppliers shall ensure that their employees' decisions are not based on any conflict of interest.



HEALTH SAFETY AND ENVIRONMENT

- Suppliers shall comply with all applicable laws and regulations regarding health, safety, and the environment. They shall obtain and keep updated on all permits, licenses, and registrations needed.
- Suppliers shall provide their employees with a healthy and safe working environment.
- Suppliers shall have systems in place to ensure that waste, air emissions, and wastewater discharges are managed safely before, during, and after release into the environment.
- Suppliers are also expected to engage in climate-friendly processes to reduce power consumption, and greenhouse gas emissions and to limit the use of natural resources.



COMPLIANCE WITH THE SUPPLIER CODE OF CONDUCT

- Suppliers are expected to abide by the above principles and to assess and manage risks in all areas addressed in this document. They are encouraged to implement their own binding guidelines or policies to ensure compliance with the Governance Standards.
- Suppliers are also responsible for ensuring that their own suppliers and subcontractors follow the principles set out in the Supplier Code of Conduct.
- NIPA Chemicals may ask its suppliers based on a risk-based approach to verify their compliance with the requirements of the Supplier Code of Conduct by (i) self-assessments or third-party desktop assessments on their performance and compliance with the Governance Standards, (ii) providing compliance statements confirming compliance with the Governance Standards (see Appendix I), or (iii) subject to their permission, conducting itself or with a third party acting on Nipa's behalf for on-site audits to verify compliance with the Governance Standards.
- Suppliers are expected to report any suspected violations of the Supplier Code of Conduct to their NIPA contact person or by writing to compliance@nipachemicals.com and to take appropriate corrective action if there is a cause for concern.
- Serious and/or repeated failure of a supplier to comply with the Supplier Code of Conduct shall impact directly the ability of the supplier to do business with NIPA Chemicals.



CONTACT



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