

## UNIPEX Group Supplier Code of Conduct

Distributor of  
specialties  
ingredients



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The Unipex Group and its subsidiaries ("Unipex") are committed to Sustainable Development in its corporate version (Corporate Social Responsibility). This commitment is intended to guarantee our common future and is only valid if it is shared by our partners. It aims to support and apply fundamental principles in the areas of human rights, working conditions, health and safety, the environment and the fight against corruption.

This commitment is based on the known principles of the Universal Declaration of Human Rights, the Conventions of the International Labour Organization, the Rio Declaration on Environment and Development, the United Nations Convention against Corruption and the Unipex Code of Ethics. It is not a substitute for local, national and international laws, regulations and standards, but is intended to complement them.

We have established five social and environmental requirements which are detailed below and which we consider to be essential to sustainable development. This code of conduct commits each Unipex supplier to ensure that it and its subcontractors, suppliers, partners and employees (together, the "Supplier") comply with these principles and the other fundamental obligations set out in this code in all of their activities and throughout the world.

This is part of a program of continuous improvement to ensure its positive evolution.



## **Our business**

Unipex is a distributor of specialty ingredients for the cosmetics, chemical, pharmaceutical, food and nutraceutical industries. Unipex has a formulation capacity in partnership with a dedicated laboratory.

## **Our values**

An unwavering ethic  
The passion of our partners  
Unlimited energy  
Agility & flexibility in all our activities  
Fun at work

## **COMPLIANCE WITH THE LAW**

The supplier must respect the standards, laws and other regulations in force in the various countries where it operates and where it is supplied. The obligations set forth in this Code of Conduct do not replace the law. Therefore, the more stringent of the provisions of this Code of Conduct or the law shall apply and, in the event of contradiction, the provisions of the law shall prevail.

## **SOCIAL AND ENVIRONMENTAL REQUIREMENTS**

### **Human Rights**

1. The supplier promotes and respects the principles stipulated in the Universal Declaration of Human Rights, the Conventions of the International Labour Organization and the OECD guidelines, within its sphere of influence and is not complicit in human rights violations.

### **Labor Law**

2. The supplier respects the freedom of association and recognizes the right to collective bargaining.
3. 3. does not use forced or compulsory labor in any form whatsoever
4. It respects the national legislation in force concerning the minimum working age, which must not be less than 15 years
5. It refrains from any form of discrimination in employment and occupation
6. It does not practice or admit any form of corporal punishment, moral or physical harassment or any other abuse.

### **Health and safety**

7. The supplier provides a safe and healthy working environment in order to avoid health and safety risks, accidents and injuries.

### **Environment**

8. The supplier applies the precautionary principle to environmental problems.
9. The supplier undertakes initiatives to promote greater environmental responsibility
10. It promotes the development and dissemination of environmentally friendly technologies
11. It implements an environmental management system to reduce risks and negative impacts by optimizing its energy consumption, reducing greenhouse gas emissions, reducing waste and optimizing its end-of-life management, optimizing its water consumption, improving wastewater quality and sourcing raw materials responsibly.

### **Responsible sourcing**

Unipex is committed to transparency in the sourcing of its materials and in particular to the challenges of sustainable palm oil. We expect our suppliers to actively contribute to this approach while being transparent about the supply chain of their raw materials. Ingredients containing palm oil should at least be RSPO certified and ideally be subject to a NDPE (No Deforestation, No Peat, No Exploitation) approach and reporting on the progress of transparency and monitoring actions.

### **Fight against corruption**

The supplier acts against corruption in all its forms, including extortion and bribery, and only collaborates with partners who ensure the same commitment. In particular, it ensures compliance with obligations under the U.S. Foreign Corrupt Practices Act (FCPA) and other laws aimed at preventing corruption in other jurisdictions.