



Supplier Code of Conduct

Chroma Color is committed to defining our position in the marketplace, in part, by understanding how relevant factors arising from legal, political, economic, social and technological issues influence our strategic direction and our organizational context.

Chroma Color identifies, analyzes, monitors and reviews factors that may affect our ability to satisfy our customers and stakeholders, as well as factors that may adversely affect the stability of our process, or the integrity of our management systems. To this regard, we believe that it is not only required to comply to the federal and state laws in which we operate, but that we must also conduct business in accordance with internationally accepted practices and principles of social and environmental responsibility.

As Chroma Color follows these principles, we must insist that our suppliers also follow these principles and comply with the applicable laws in these areas. Additionally, these principles must be passed along to your suppliers and obligate them to observe the same. It is the Supplier's responsibility to communicate this Codes of Conduct to its employees, supplier and sub-contractors and ensure they comply.

Working Conditions and Human Rights

1. **Working Hours**

We agree that working hours, including overtime, should comply with applicable local laws regulating hours of work.

2. **Wages and Benefits**

We agree that compensation and benefits should be competitive and comply with the applicable local laws, including those relating to minimum wage, overtime compensation and legally mandated benefits.

3. **Forced Labor**

We agree that any form of forced labor including human trafficking should not be tolerated.

We agree under no circumstances to utilize factories or facilities that force work to be performed by unpaid or indentured laborers.

4. **Child Labor**

We agree that child labor should not be tolerated and the age of employment must be in accordance with local labor law.

We acknowledge the right of every child to be protected from economic exploitation and will respect the laws of each country it operates regarding minimum hiring age.

5. **Non-Discrimination**

The Supplier shall not discriminate in hiring, training, promotion, compensation and others employment practices on the grounds of race, color, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.



6. Harassment

We agree to ensure a work culture that allows their employees the opportunity to work without fear of intimidation, retaliation or harassment.

7. Freedom to Associate

Suppliers will comply with applicable laws regarding the rights of workers to associate freely and to seek representation.

Health and Safety

1. Working Environment

We agree to provide a safe and healthy work environment for employees, contractors and visitors and ensure that this is supported by adequate safety programs that comply with applicable laws and regulations.

Risks from any physical, chemical and biological hazards in the workplace as well as risks associated with any infrastructures used by their employees are identified and evaluated. Suppliers must take all appropriate measures to mitigate those risks or eliminate them when it is possible, that include compliance with local, state and national laws and regulations.

2. Safety Protection

Suppliers provide workers with appropriate personal protective equipment, proper training on how to use that equipment and access to adequate medical assistance and facilities.

3. Product Safety

Products and services delivered by the supplier must meet quality and safety standards required by applicable law and be fit for intended purpose.

REACH: Substances of Very High Concern (SVHC) placed on the candidate list for authorization according to REACH Regulation are banned above 0,1% (weight/weight). In all cases, suppliers follow the update of this list and must inform Chroma Color if SVHC are present in the products supplied to Chroma.

Environmental Standards

1. Chemical and Hazardous Materials

Chemical and other materials posing a hazard if released to the environment are identified, labeled and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal. Emergency preparedness personnel and procedures are in place to treat any accident with potential environmental or human hazard.

2. Enhancing Waste Management

Products manufactured within the supply chain, and the applied materials used in the process are expected to meet environmental standards for design, development, distribution, disposal or recycling.

Such approach includes but not limited to:

Reducing energy and water consumption

Reducing greenhouse gas emissions

Increasing use of renewable energies

Enhancing waste management



Training of Employees

We will manage its operations in an environmentally responsible manner and comply with applicable laws and regulations accordingly to the country where products and services are manufactured or delivered.

Business Integrity

1. Anti-Corruption, Bribery and Money Laundering

We agree to conduct business in an honest, fair and ethical manner. We agree to comply to the highest standards of business and personal ethics, and comply with all applicable laws and regulations in the countries where we operate.

We must not offer, give, request or accept payments, payments in kind, bribes, "kick-backs", gifts or favors of any kind that could be considered as influencing decisions of the parties involved. We also take appropriate actions to prevent and prohibit money laundering and any activity that facilitates money laundering or the funding of terrorists or criminal activities.

2. Intellectual Property and Privacy

We agree to protect any Chroma Color intellectual data and property at all times. Any confidential information is protected and preserved and not disclosed to unauthorized parties.

We agree to respect the privacy of individuals and laws relating to the collection, processing, and management of personnel data. The unauthorized use of confidential and personal information by the supplier is prohibited.

We will maintain the appropriate risk management controls to prevent data breaches and ransomware attacks, and to ensure device security throughout their enterprise. We will promptly notify Chroma Color in writing of any data breach or ransomware attack affecting Chroma Color's data.

3. Conflicts of Interest

Chroma Color considers it highly inappropriate for any supplier's employees to have any personal, business, or financial interest that conflicts with his or her responsibilities to their employer, particularly as it pertains to Chroma Color-related business.

4. Supply Chain Management

Chroma Color requires our suppliers to use their best efforts to extend the principles embodied in this Supplier Code of Conduct to their suppliers and agents that are engaged in the production, supply and support of products or services for Chroma Color.

5. Supply Chain Security

Chroma Color requires our suppliers to adhere to supply chain security requirements as defined here. Chroma Color expects our suppliers to utilize Chroma Color-contracted carriers where and when feasible, and to ensure containerization and shipment security practices conform to U.S. Customs Trade Partnership Against Terrorism ("CTPAT").



By accepting the Supplier Code of Conduct, Supplier acknowledges and confirms it will adhere to and comply with the principles set out in this document for all existing and future business relationships with Chroma Color, and to provide reasonable documentation of its compliance upon request. Chroma Color reserves the right, in its sole discretion, to terminate the supplier relationship (including any agreements then in place) based upon Supplier's failure to comply with applicable laws or this Supplier Code of Conduct.

Supplier Name: _____

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Ethics Hotline

To facilitate reporting of ethics concerns related to CHROMA COLOR CORPORATION accounting, internal accounting controls, auditing matters or other business conduct issues, CHROMA COLOR CORPORATION employees and business partners are provided an Ethics Hotline in all the countries we operate. Reports to the hotline may be made anonymously. We tolerate no form of reprisal against employees or business partners who report concerns.

Employees and business partners can report business-related concerns by calling CHROMA COLOR CORPORATION's **Ethics and Compliance Hotline 24/7 at 815-759-2258**. Reports may also be made online to our Confidential Ethics Hotline via email: hrconfidential@Chromacolors.com