

A close-up photograph of two hands cupped together, holding a small mound of dark, rich soil. A small, vibrant green plant with several leaves is growing out of the soil. The background is a vast field of the same dark soil, creating a sense of depth and focus on the hands and the plant.

# **CODE OF CONDUCT**

## Code of Conduct for suppliers & service providers

The principles of the Code of Conduct (CoC) form the basis of the sustainability management system of Osmo Holz und Color. We take compliance with these principles very seriously and expect responsible behavior not only from our employees, but also from our business partners around the world. Our principles are therefore an integral part of our supplier management with the aim of exerting a positive influence on our suppliers, sub-suppliers, subcontractors and service providers.



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# EXPECTATIONS OF COOPERATION

This CoC describes minimum requirements for sustainable management. We expect our suppliers and service providers to respect and comply with the agreed principles and all applicable national and international laws, regulations and sustainability standards in the industry.

## Furthermore, suppliers and service providers are obliged to:

1. Take appropriate measures to integrate the principles of the agreement into their own business operations.
2. Communicate the agreed principles with all their employees, suppliers and sub-suppliers in their value chain in an appropriate manner.
3. To regularly review compliance with the agreement to an appropriate extent and to demand compliance if necessary.
4. To provide information and documents on how the agreed principles are complied with.
5. To take corrective action in the event of deviations from the agreement that lead to compliance with the agreement.
6. To inform Osmo Holz und Color of any corrective action taken.





# COMMITMENT TO HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION

We consider the protection of human rights to be a central element of our corporate responsibility. Our commitment to respect human rights is based on the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognized human rights and observing them in our business activities and along our value chains:

- > The prohibition of child and forced labor
- > The prohibition of slavery and discrimination
- > The strengthening of freedom of association and protection of the right to organize
- > Compliance with occupational health and safety
- > Combating corruption and bribery
- > Fair and appropriate wages and working hours
- > All security personnel protecting the company comply with the applicable laws
- > The prohibition of forced evictions and unlawful seizure of land.

We are convinced that the natural resources of water, air and soil must be handled carefully and responsibly so that the ecological system of which we are a part is preserved as the basis of life for future generations. This also applies to the economical and efficient use of energy and other resources. The environmental impact of products, production processes and facilities is taken into account when making business decisions. We pursue a continuous improvement process to protect people, animals and the environment and are committed to the following conventions:

- > Handling mercury in accordance with the Minamata Convention
- > Handling persistent organic pollutants in accordance with the Stockholm Convention
- > Import and export of hazardous waste in accordance with the Basel Convention.





# HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION IN OUR OWN COMPANY

The principles set out here are based on the German Supply Chain Due Diligence Act (SCDDA) and apply to our own business activities and all employees of Osmo Holz und Color. In addition, we expect our suppliers and service providers to commit to complying with the agreed principles and to implementing appropriate procedures to respect human rights and environmental protection.

Compliance with national law is a top priority for us. In cases where international human rights are restricted by local laws, we strive to promote the principles behind the international standards without coming into conflict with local laws. Where local laws go beyond international standards, local laws will govern our activities.

## SHARED RESPONSIBILITY

As a company in the wood and chemical industry, we have the opportunity to strengthen the protection of human rights and the environment in a variety of ways. However, we are also aware of the human rights and environmental risks that may be associated with our business activities. We strive to gradually and regularly analyse and document our risks and their specific relationship to our company through structured risk assessments in our own business activities, the supply chain and in relation to our products and services. Where risks exist, we strive to take suitable preventive measures.

We carry out a regular risk analysis in accordance with § 5 of the SCDDA and will adapt our CoC accordingly. We pursue an approach of continuous improvement and view sustainable development as a process in which we strive to build resilient and strong partnerships with our suppliers and service providers.



# PREVENTIVE AND REMEDIAL MEASURES

In cases where we cause or contribute to actual human rights violations through our business activities, we strive to take swift and effective remedial action. We expect our suppliers and service providers to immediately cease any violation of human rights or environmental standards and to minimise the extent of the violation. Osmo Holz und Color must be informed of all violations of the agreed principles.

## COMPLAINTS PROCEDURE

We have introduced an internal reporting channel that offers the opportunity to report complaints in connection with the contents of the CoC, possible compliance violations or human rights violations confidentially and securely. You can access the reporting channel via our website [www.osmo.com](http://www.osmo.com) in the footer.

This agreement is final. No side agreements have been made. All amendments to this agreement or its annexes must be made in text form. This also applies to the waiver of this text form requirement.

Should a provision of this agreement be or become invalid or should the agreement be incomplete, the remaining content of this agreement shall not be affected. The invalid provision shall be replaced by a provision that comes closest to the meaning and purpose of the invalid provision in a legally effective manner. The same applies to any loopholes in this agreement.



Christian Cordes, Managing Director  
Warendorf, 27 February 2024

# KNOWLEDGE & CONSENT OF THE SUPPLIER

By signing this document, the supplier undertakes to act responsibly and to comply with the principles/requirements listed. The supplier undertakes to communicate the content of this code and to take all necessary precautions for the implementation of the requirements.

Name of the company: .....

Address: .....

Contact person: .....

Department: .....

E-mail address: .....

City/date: .....

Signature: .....

Please send us the completed and signed form by post or e-mail ([info@osmo.de](mailto:info@osmo.de)).  
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