

# Supplier Code of Conduct

Daikin Chemical Europe's Supplier Code of Conduct sets out the standards of behaviour we expect of all suppliers doing business with Daikin Chemical Europe wherever they are located in the world. We expect our suppliers to adhere to our business principles, as set out in this Supplier Code of Conduct, and share our commitment to sound and ethical business conduct.

Suppliers are encouraged to share this Code of Conduct with their employees, partners, sub-contractors and suppliers that are in the supply of goods or services to Daikin Chemical Europe and to emphasize the importance of compliance with the standards set out in this Code of Conduct.

## I. COMPLIANCE WITH LAWS AND REGULATIONS

All suppliers of Daikin Chemical Europe and their employees must, as a minimum, comply with all applicable laws and regulations of the countries in which they operate.

Suppliers must:

- Not engage in anti-competitive behaviour, bribery, or corruption, tax evasion, nor must they permit anyone acting on their behalf to engage in such activities.
- Ensure that all products, services and shipments for Daikin Chemical Europe conform to all applicable international trade compliance and export laws, rules and regulations

## II. EMPLOYEES

Suppliers of Daikin Chemical Europe are expected to provide an inclusive work environment in which their employees should feel respected and valued, and in

which they are able to make the best use of their skills, free from discrimination and harassment.

Suppliers must:

- Employ only workers who meet the minimum applicable legal age requirement. Suppliers must comply with all applicable child labour laws and must not employ children under the compulsory school age of 15 (or higher in certain countries).
- Set employees' working hours and pay in compliance with all applicable laws. Employees should be paid at least the minimum legal wage or, in the absence of such, a wage which reflects local industry standards.
- Not engage in or support the use of forced or compulsory labour. Suppliers must not procure work or service from any person under the threat of menace. Supplier's employees must be free to leave their employment with reasonable notice, and they must not be required to

surrender any passports or work permits as a condition of employment.

- Not discriminate against employees on the grounds of race, nationality, gender, sexual orientation, gender identity, marital status, religion, practical belief, disability or age.
- Treat their employees with the dignity and respect, and not display behaviour which offends, humiliates or threatens others.

### III. HEALTH AND SAFETY

Daikin Chemical Europe is committed to ensuring the safe and responsible operation of its business at all times. Daikin Chemical Europe expects its suppliers to demonstrate a similar regard for health and safety of its employees and to users of any material supplied to Daikin Chemical Europe.

Suppliers are expected to:

- As a minimum, comply with all applicable health and safety laws, regulations and standards, and any additional health and safety requirements stipulated by Daikin Chemical Europe as a condition of supply.
- Ensure a safe work environment, and minimise physical and chemical hazards through proper product design, quality, engineering and process controls, preventive maintenance and safe work procedures.
- Provide employees with appropriate personal protective equipment, and adequate training.

### IV. ENVIRONMENT

Daikin Chemical Europe believes that protecting the environment by minimising its environmental impact will help to secure the long term future of its business. Daikin Chemical Europe expects

environmental protection to be a similar priority for its suppliers in all significant aspects of their activities.

Suppliers are expected to:

- As a minimum, comply with all applicable environmental laws, regulations and standards, and maintain all required environmental permits and license.
- Control pollution, consume resources efficiently and responsively, and use materials that minimise the environmental impact of operations.
- Endeavour to reduce or eliminate solid waste, wastewater and air emissions by implementing appropriate conservation measures in their production and facility processes.

### V. ETHICS

Daikin Chemical Europe expects its suppliers to commit to the highest standards of ethical behavior when dealing with their employees, their own suppliers and their customers.

Suppliers are expected to:

- Prohibit all forms of organized crime, fraud, deception, corruption and extortion by their employees, officers, directors or agents.
- Not partake, facilitate or assist in tax evasion in any form and comply with accounting standards.
- Observe competition laws and adhere to standards of fair business and competition.
- Accurately disclose and report information regarding their business activities and performance in accordance with all applicable laws and regulations.
- Respect intellectual property rights and safeguards parties' confidential information.

- Do not use non-public information about the Daikin Group or other companies to buy or sell stocks or other securities.
- Access, collect, store and process personal data about individuals only in accordance with the laws of the country in which they operate.
- Uphold all internationally recognized human rights where their operations are based.
- Ensure their products do not incorporate “conflict minerals” (minerals mined in conditions of armed conflict and human rights abuses, and which are sold or traded by armed groups), and perform sufficient due diligence on their own supply chains to ensure that any materials sold to Daikin Chemical Europe containing tin, tantalum, tungsten, cobalt or gold are sourced from conflict-free smelters.

kickbacks and other corrupt actions to obtain or retain business, or obtain any improper advantage.

Suppliers must:

- As a minimum, comply with all applicable anti-corruption laws, with particular regard to the UK Bribery Act 2010, when conducting business with Daikin Chemical Europe.
- Not, directly or indirectly, accept or offer any form of bribe, kickback or other corrupt payment from or to any person or organization, including government agencies, private companies and their respective employees.
- Ensure any gifts or hospitality offered to Daikin Chemical Europe employees are customary and reasonable in terms of value and frequency, and not intended improperly influence a business decision or impair independence or judgement.
- Ensure any third parties who provide goods or services on their behalf operate at all times in accordance with these standards.

## VI. ANTI-CORRUPTION

Daikin Chemical Europe is committed to complying with all anti-corruption laws that prohibit bribes,

### RAISING CONCERNS

Suppliers of Daikin Chemical Europe who have a serious concern regarding any issue which may breach this code of conduct should raise the matter with the Legal & Compliance Department of Daikin Chemical Europe at [compliance@daikinchem.de](mailto:compliance@daikinchem.de).

If you believe the matter can't be solved this way, you can also report any matters of concern **anonymously** via our compliance hotline (**SpeakUp**). This service is available 24 hours a day, seven days a week. The telephone numbers and website access details are as follows:

[www.speakupfeedback.eu/web/daikinchemicaleurope](http://www.speakupfeedback.eu/web/daikinchemicaleurope)

Germany: +49 (0)800 1801733

Italy: +39 800 787639

France: +33 (0)800 908810

Acceptance

The undersigned Firm/Company: \_\_\_\_\_

(hereby collectively "COMPANY")

within the context of its relationship with Daikin Chemical Europe GmbH

hereby declares to:

- have acknowledged the content of the Supplier Code of Conduct of Daikin Chemical Europe and accept the same;
- have read and understood the underlying principles of the Daikin Group Human Rights Policy ([https://www.daikin.com/csr/human\\_rights/human\\_rights](https://www.daikin.com/csr/human_rights/human_rights)).
- commit to complying with, also on behalf of the shareholders, directors, employees and collaborators of the declaring COMPANY involved in the relationship with Daikin Chemical Europe, the Supplier Code of Conduct according to an approach aimed at continuous improvement and development;
- commit to obtain from suppliers and sub-contractors used in its relationship with Daikin Chemical Europe to sign a declaration stating their full sharing and acceptance of the Supplier Code of Conduct;
- commit to promoting the compliance with the Supplier Code of Conduct throughout COMPANY's supply chain that is involved in serving Daikin Chemical Europe.
- in the event of liability claims made by a third party of COMPANY's supply chain, COMPANY shall indemnify Daikin Chemical Europe internally from any liability claim and any other possible claim made by a third party under this Supplier Code of Conduct, insofar as COMPANY is responsible for causing the issue that is subject to the third party claim.

This declaration shall be signed digitally by the COMPANY. Alternatively, it may be signed with handwritten signature by the legal representative.

Name of Signee:

Signature:

**Daikin Chemical Europe** is a world leading fluorochemical company supplying various products ranging from plastics to refrigerants to coatings. Aside from fluorinated compounds Daikin Chemical Europe is supplying hybrid and non-F technologies, such as easy-to-clean coatings and water repellents for textiles.

The **DAIKIN Group** (Daikin Industries, Ltd.) is a leading innovator and supplier of advanced air conditioning and refrigeration solutions. With around 55,000 employees worldwide Daikin operates in air conditioning, refrigeration, chemicals, oil hydraulics, defense systems and electronics business.

[WWW.DAIKINCHEM.DE](http://WWW.DAIKINCHEM.DE)

Daikin Chemical Europe GmbH

[linkedin.com/company/daikin-chemical-europe-gmbh](https://linkedin.com/company/daikin-chemical-europe-gmbh), [daikinchemicals.com](http://daikinchemicals.com), [daikin.com](http://daikin.com)