

Supplier Code of Conduct

Daikin Chemical Europe's Supplier Code of Conduct sets out the standards of behavior 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 to share our commitment to sound and ethical business conduct. Suppliers are encouraged to share this Code of Conduct with their employees, partners, subcontractors 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, at a minimum, comply with all applicable laws and regulations of the countries in which they operate.

Suppliers must:

- Not engage in anti-competitive behavior, bribery, or corruption, tax evasion, nor 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 where their employees 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 services 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 their 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, personal belief, disability or age.
- Treat their employees with dignity and respect, and not display behavior 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 commitment to the health and safety of their employees and the users of any materials supplied to Daikin Chemical Europe.

Suppliers are expected to:

- At a minimum, comply with all applicable health and safety laws, regulations and standards, as well as any additional health and safety requirements stipulated by Daikin Chemical Europe as a condition of supply.
- Ensure a safe work environment and minimize physical and chemical hazards through proper product design, quality control, 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 minimizing its environmental impact will help 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 licenses.
- Control pollution, consume resources efficiently and responsibly, and use materials that minimize 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 in their dealings 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 in, 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 safeguard 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 under 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.

VI. ANTI-CORRUPTION

Daikin Chemical Europe is committed to complying with all anti-corruption laws that prohibit bribes, kickbacks, and other corrupt actions aimed at obtaining or retaining business, or gaining any improper advantage.

Suppliers must:

- At 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 to 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.

RAISING COMPLIANCE CONCERNS

Any compliance concerns related to Daikin Chemical Europe’s business operations can be reported by anyone to the Compliance Department at: compliance@daikinchem.de

SpeakUp COMPLIANCE HOTLINE

Reports can also be submitted anonymously via our SpeakUp Compliance Hotline, either using the SpeakUp website, the SpeakUp app, or by SpeakUp phone, as briefly explained below or detailed in the linked SpeakUp Information (How to for Reporters).

SpeakUp website:



<https://daikinchemicaleurope.speakup.report/DCiE>

SpeakUp app :



Organisation code for
Daikin Chemical Europe: 124731

SpeakUp - by phone

Country	Phone	Languages	Access Code
Germany	0800 1818 952	German, English, etc	124731
France	080 554 3753	French, English, etc.	124731
Italy	800 147 694	Italian, English, etc.	124731
Others	see how to for Reporters	English, German, etc.	124731

ACCEPTANCE

The undersigned Company: 

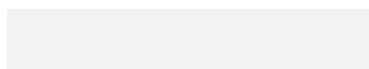
(hereby collectively „COMPANY“)

within the context of its relationship with Daikin Chemical Europe.

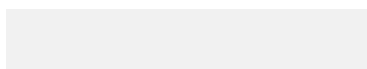
hereby declares to:

- have read and understood the underlying principles of the Daikin Group Human Rights Policy (https://www.daikin.com/csr/human_rights/human_rights);
- commit to complying, also on behalf of the shareholders, directors, employees, and collaborators of the declaring COMPANY involved in the relationship with Daikin Chemical Europe, with the Supplier Code of Conduct, following an approach aimed at continuous improvement and development;
- commit to obtaining from its suppliers and subcontractors used in its relationship with Daikin Chemical Europe a declaration stating their full agreement 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 any liability claims made by a third party against Daikin Chemical Europe related to the COMPANY’S supply chain, the COMPANY shall indemnify Daikin Chemical Europe from any liability claim and any other possible claims made by a third party related to this Supplier Code of Conduct, insofar as the COMPANY is responsible for causing the issue that is subject to the third-party claim.

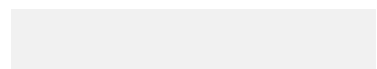
This declaration shall be signed digitally by the COMPANY. Alternatively, it may be signed with a handwritten signature by the COMPANY’S legal representative(s).



Print name and title



Signature



Print place and date

Daikin Chemical Europe is a world-leading fluorochemical company supplying various products ranging from plastics to refrigerants to coatings. In addition to fluorinated compounds, Daikin Chemical Europe also supplies 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 98,000 employees worldwide Daikin operates in the air conditioning, refrigeration, chemicals, oil hydraulics, defense systems, and electronics businesses.



www.daikinchem.de

Daikin Chemical Europe GmbH



<https://linkedin.com/company/daikin-chemical-europe-gmbh>



daikinchemicals.com



daikin.com