

# FLAMMA PARTNERSHIP CODE OF CONDUCT

Version 00 approved on 22/10/2024 by the board of  
Flamma

# Flamma Partnership Code of Conduct

## Introduction

At Flamma group (Flamma), our commitment to sustainability extends to our partnerships. We believe in working collaboratively with our Customers, Suppliers, subcontractors, and service providers to achieve our shared goals of environmental and social responsibility. Guided by our purpose, "We embrace challenges to benefit people's lives, pursuing science with a human touch," we support our customers and governments in implementing the Sustainable Development Goals (SDGs).

This Code of Partnership outlines the principles we expect our partners to adhere to, reflecting our values of care, openness, simplicity, and accountability.

## Human Rights and Labor Rights

Flamma is dedicated to upholding and promoting human rights as stated in the Universal Declaration of Human Rights. Our partners are expected to prohibit forced labor and child labor, ensure non-discrimination in all aspects of employment, foster a workplace free from harassment and abuse, comply with all applicable labor laws, including those related to working hours and conditions in adherence with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

## Ethical Business Conduct

We expect our partners to conduct business with the highest ethical standards. This includes adhering to laws against bribery, corruption, and fraud, ensuring fair competition, avoiding conflicts of interest, and maintaining transparency and honesty in all communications and transactions.

## Health and Safety

Providing a safe and healthy working environment is paramount. Our partners should implement comprehensive health and safety policies, equip employees with necessary protective gear, maintain emergency response plans, and ensure all materials supplied include appropriate safety information.

## Environmental Stewardship

Flamma is committed to minimizing environmental impact through sustainable practices. Our partners are expected to adhere to relevant environmental legal framework, measure greenhouse gas emissions and implement actions to reduce them, regularly report on emissions and progress in reducing the carbon footprint, implement sustainable water use practices, ensuring efficient and responsible management, adopt waste management systems that minimize waste and promote recycling, including solvents, and ensure proper labeling, storage, and handling of hazardous substances to prevent environmental contamination.

## Implementation and Accountability

Our partners should develop, implement, and review a management system to maintain data showing measurements and actions reinforcing these principles.

We believe in fair collaboration, and we acknowledge that investments made towards sustainability might result in adjustments of the supplier's operating costs associated with the production and supply of Products and Services to Flamma under the main contract. The Parties will discuss in good faith any adjustments to unit price of Products and/or

Services provided to Flamma under the Agreement to reflect the costs impacted by such investments.

Partners are required to inform value chain workers that they can use Flamma's whistleblowing system. Audits will include interviews with value chain workers or their legitimate representatives. In case of violations, partners must engage in remediation actions promptly.

This Code of Partnership is an annex to our main contract. Failure to adhere to these principles, along with a demonstrated unwillingness to improve, will be considered a breach of our contractual agreement.

### **Acknowledgment**

By signing below, the partner agrees to adhere to the principles outlined in this Code of Partnership Conduct and to promote these standards within their own operations and supply chains.

Name and Position: \_\_\_\_\_

Date and Signature: \_\_\_\_\_

Name and Position: \_\_\_\_\_

Date and Signature: \_\_\_\_\_