SUPPLIER CODE OF CONDUCT

COIM USA - 2024

At COIM USA, our commitment to excellence extends beyond the quality of our products and services. We believe that maintaining the highest standards of ethical behavior, social responsibility, and environmental stewardship is crucial to our success and reputation. This Supplier Code of Conduct outlines the principles and expectations that we uphold and expect from our suppliers and business partners.

We are dedicated to fostering an environment of integrity, respect, and accountability in all aspects of our operations. This code serves as a framework for ensuring that our suppliers adhere to these values, aligning their practices with our standards of quality, ethical conduct, and legal compliance.

By partnering with COIM USA, you are not only contributing to our shared business success but also committing to a standard of conduct that reflects our core values. We encourage you to thoroughly review this document, as it is essential to maintaining a transparent and mutually beneficial relationship.

On the second page of this document, you will find the 19 principles and expectations that make up our supplier code of conduct. By continuing to engage in business with COIM USA, you agree to uphold these commitments. Thank you for your support and for your continued partnership.

SUSTAINABILITY MISSION

COIM USA is committed to ensuring a sustainable future and to improving the social, economic, and environmental well being of its stakeholders through sustainability driven product development, operational initiatives, and responsible governance

ABOUT COIM USA

Since 1962, COIM has been a global leader in the development and manufacturing of polyesters polyols, polyurethanes, and specialty resins. With international support, local attention, and a vision for sustainable development, COIM is the ideal partner to help you reach your goals.

COIM USA is the North American branch of the global organization, COIM Group. Our manufacturing, labs, and corporate offices are located in West Deptford, New Jersey. A network of warehouses and technical team members throughout the US and Canada provide local attention and support to the markets we serve.

www.coimgroup.com

COIM USA
North American
Headquarters

286 Mantua Grove Road
West Deptford, NJ

800.345.8380 ext. 3

For general inquiries:

usinfo@coimgroup.com

SOCIAL

- Ensure your company protects internationally-recognized human rights in your operations and for your employees. Your company commits to not directly or indirectly use forced labor (including, but not limited to, modern slavery and human trafficking) and/or child labor of any kind. You guarantee that any of the inputs used in your materials or processes use such labor as well.
- Treat your employees, customers, suppliers and other stakeholders with respect by promoting an inclusive work environment and prohibiting discrimination, unequal treatment, harassment, abuse or inhumane treatment of any kind on the grounds of ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law.
- Enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace without fear of retalliation.
- Respect your employees right to unionize and collective bargaining should they choose to engage.
- Comply with minimum wages and working hours in accordance with applicable laws and regulations.
- Ensure your supply chain, both directly or indirectly, does not include conflict minerals.

ENVIRONMENTAL

- Identify key environmental targets related to environmental performance and plan achievement milestones for continuous improvement within your organization.
- Comply with all applicable environmental, occupational health and safety regulations.
- Promote and take actions toward the safe and environmentally-conscious development, manufacturing, transport, use and disposal of your products.
- Ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- Protect your employees and the local community / environment against hazards inherent in your processes and products.
- Use resources efficiently by applying energy-efficient and environmentally friendly technologies. Reduce waste as well as emissions to air, water, and soil.
- Prohibit unlawful eviction and unlawful taking of land, forests, and waters. You actively work against any form of such conduct, in particular if you have substantiated knowledge about such conduct in your supply chain.

GOVERNANCE

- Abide by all applicable trade laws and regulations including but not limited to antitrust, sanctions, and trade controls.
- Prohibit all types of bribery, harassment, corruption, and money laundering.
- Consider honesty and integrity as the basis of all your business practices.
- Protect COIM's confidential information and act to prevent the misuse, theft, fraud or other improper disclosure and will comply with all applicable data privacy laws.
- Safeguard and respect COIM's intellectual property with the same care as if it were your own.
- Keep adequate records on your direct suppliers and be able to trace volumes back to the supplying sites.