

AS NESSEPLAST

Nesseplast was founded with the vision of creating value for our customers, partners and investors, while safeguarding society and the environment now and in the future. To achieve this vision we are committed to work with our suppliers towards a sustainable future.

Code of Conduct

Nesseplast is committed to conducting itself in an ethical manner and acting with integrity.

Accordingly, we want to ensure that the parties we deal with live up to our values and standards and share in our duty to trade responsibly.

All suppliers and representatives should comply local laws and the following principles as a minimum.

Your Company Information

FULL COMPANY NAME*(required)

COUNTRY OF INCORPORATION*(required)

COMPANY REGISTRATION NUMBER*(required)

COMPANY WEBSITE

COMPANY'S REGISTERED OFFICE*(required)

Economic Sanctions

Is your company based in, or operating from, or otherwise conducting business within any of the following countries: Afghanistan, Angola, Belarus, Bosnia and Herzegovina, Burundi, Cambodia, Central African Republic, Chad, China, Democratic Republic of Congo, Republic of Congo, Cote D'Ivoire, Crimea (including Sevastopol), Cuba, Egypt, Eritrea, Republic of Guinea, Guinea-Bissau, Haiti, Iraq, Iran, Ivory Coast, Lebanon, Liberia, Libya, Moldova, Myanmar, North Korea, Russia, Serbia and Montenegro (former Yugoslavia), Somalia, South Sudan, Sudan, Syria, Tunisia, Turkmenistan, Ukraine, Uzbekistan, Venezuela, Yemen, Zimbabwe?

Yes:

No:

Competition

We aim to compete with our competitors in a fair and ethical way, and our success shall not be built upon anti-competitive agreements.

Our suppliers are expected to to comply with all international and national competition laws and regulations across the jurisdictions in which they interact with Nesseplast, and must not participate in any anti-competitive agreements or practices.

No bribery or corruption will be tolerated

We operate a zero-tolerance approach to bribery and corruption in any form: we do not offer, promise, give or receive bribes or any other form of inducement, regardless of value, for any purpose, whether directly or through a third party. We don't make facilitation payments, another form of bribery, nor allow third parties to do so on our behalf.

The definitions are simple:

- A bribe includes any payment, benefit or gift that's offered, promised, given or received with the purpose of improperly influencing an outcome or decision to gain a business advantage
- A payment may not necessarily be of a large value and may not be in the form of cash; it could be lavish hospitality

Any gifts or hospitality given or received are clearly for business purposes and are reasonable and appropriate, having regard to local culture and custom. Gifts of cash, stocks, bonds or lavish hospitality are never permitted. Suppliers, representatives, and their employees must comply with all applicable anti-bribery and corruption laws.

Suppliers and representatives shall have in place anti-corruption and bribery procedures designed to prevent employees or persons associated with its business from committing offences of bribery or corruption. Suppliers and representatives will properly implement these procedures into their business and review them regularly to ensure they are operating effectively.

Please confirm that you comply with this statement?

Yes: No:

Modern Slavery, Forced Labour and Child Labour

We do not tolerate slavery and take steps to ensure that modern slavery and human trafficking are not taking place in any part of our business or in our supply chains. No employee is made to work against their will or work as forced labour. We employ people under the age of 18 only in compliance with local laws.

Suppliers and representatives shall provide a workplace free from corporal punishment, mental, physical, sexual or verbal abuse and must not use cruel or abusive disciplinary practices in the workplace.

Please confirm that you comply with this statement?

Yes: No:

Wages, benefits and working hours

We expect our suppliers and representatives to pay a fair wage and provide employees with legally mandated benefits. Suppliers and representatives must also comply with the applicable laws on working hours and employment rights in the countries in which they operate.

Please confirm that you comply with this statement?

Yes: No:

Freedom of association and the right to collective bargaining is respected

We require our suppliers and representatives to be respectful of peoples' rights of freedom of association and their right to join or form trade unions of their own choosing and to bargain collectively. Suppliers and representatives must ensure that employees are not discriminated against for this freedom.

Please confirm that you comply with this statement?

Yes: No:

Health and safety standards

We expect our suppliers to be committed to a working environment where health, safety and wellbeing is paramount. A safe and hygienic working environment should be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards relevant to it.

Appropriate steps should be taken to prevent accidents and injury to health connected with work by minimising, so far as is possible, the hazards and associated risks inherent in a working environment, and implementing emergency plans and response procedures.

Please confirm that you comply with this statement?

Yes: No:

Environmental management

Like any organisation we have an impact on our environment through the resources we use and the waste we produce. We also consider climate change and how we can reduce our greenhouse gas emissions and impact on global warming

Every improvement makes a difference, so we require our suppliers and representatives to strive to manage their business activities in a way that, so far is practical, conserves and protects natural resources and minimises the generation of waste through avoidance, reduction, reuse or recycling or enhancement in accordance with applicable environmental laws and regulations.

Please confirm that you comply with this statement?

Yes: No:

Confidentiality, insider trading and personal data

The confidentiality of information exchanged in the course of business must be respected and used only for its intended and designated purpose, and never used for illegal purposes or individual gain.. Any personal information about individuals shall be handled with full respect for the protection of their privacy and in compliance with all relevant privacy laws and regulations.

Please confirm that you comply with this statement?

Yes: No:

Quality

Products and services shall be delivered to meet the specifications, quality and safety criteria specified in the relevant contractual arrangements and shall be safe for intended use.

Please confirm that you comply with this statement?

Yes: No:

Whistleblowing

Employees of suppliers and representatives shall be provided through adequate means by which to raise concerns about any of these requirements, with protection from retaliation. If you have a serious concern that something may not be consistent with this Supplier Code of Conduct, please speak up.

Please confirm that you comply with this statement?

Yes: No:

Audit

Benchmark reserves the right to verify a supplier's or representatives' compliance with this code of conduct. Where such reviews or audits demonstrate shortcomings in any area, Benchmark reserves the right to require corrective actions.

The Supplier Code of Conduct is intended to set out the way in which we and our suppliers will behave towards each other. It is not intended to be legally enforceable, to create any legal obligations or rights or to undermine our contracts with suppliers or the rules we set out when we procure our goods and services, which at all times shall take precedence.

Please confirm that you comply with this statement?

Yes: No:

Application to extended supply chain

Our Supplier Code of Conduct sets out the commitments we expect our suppliers and representatives to meet. We expect our suppliers and representatives to communicate this Supplier Code of Conduct to their employees, parent company, subsidiaries. When you work with us, we also expect you to demand the same standards of your partners, subcontractors, consultants and suppliers.

Please confirm that you comply with this statement?

Yes: No:

Signing

First Name*(required)

Last Name*(required)

Your Email*(required)