



# **Bronkhorst Supplier Code of Conduct**

[www.bronkhorst.com](http://www.bronkhorst.com)

## Introduction

**Bronkhorst flow technology can make a real difference in contributing to and solving social themes. At Bronkhorst, we are doing our part for a more sustainable future and a better world. As a producer, director and specialist, Bronkhorst offers its customers innovative and reliable low flow technology. Bronkhorst flow technology supports technologies and industries in measuring and regulating flow more and more accurately. This way, customers and partners of Bronkhorst become even better at what they do. All of this is characterized by five core values that form the compass of Bronkhorst: (i) professional development, (ii) taking care of each other and the world, (iii) mastery, (iv) ownership and (v) meaning and fun.**

To support these core values, Bronkhorst has expressed in its strategic vision that Bronkhorst carries responsibility for the world around us:

- Bronkhorst performs its business activities adhering to ethical business practices, with respect for the world around us;
- Bronkhorst aims for the sustainable use of raw materials, energy and the environment, supported by its ISO 14001 certification;
- Bronkhorst aims to be seen as a company that takes good care of its people and animals;
- Bronkhorst respects laws and regulations and proactively works together with competent authorities.

To implement the strategic vision in its day-to-day operations, Bronkhorst has developed this supplier code of conduct (the 'Code of Conduct') with the purpose to clearly communicate Bronkhorst's values and expectations to potential and existing suppliers of Bronkhorst on the topics of Compliance with Laws, Human and Labor Rights, Environment and Business Ethics.

Bronkhorst is looking to work together with suppliers that equally value and respect the world around us and the values as expressed in the Code of Conduct and that can meet the expectations as set out in this Code of Conduct. This makes it possible for Bronkhorst and its suppliers to work together on a win-win basis and to enter into strategic relationships with a long-term horizon.

## Principles

**This Code of Conduct is based on internationally recognized conventions such as Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines and the UN Global Compact and International Labor Organisation (ILO) Conventions and Recommendations. The UN Sustainability Development Goals also serves as a source of inspiration for this Code of Conduct.**

### 1. COMPLIANCE WITH LAWS

We expect our suppliers to stay up to date and to comply with all applicable laws and to respect internationally recognized regulations and conventions related to their business activities and the areas addressed in this Code of Conduct. We further expect suppliers to seek ways to honor the principles of internationally recognized regulations and conventions when faced with conflicting requirements.

### 2. HUMAN AND LABOR RIGHTS

We expect our suppliers to protect the human and labor rights of their employees and treat them with dignity and respect:

#### A. Prohibition of Child Labor

Child labor and any form of exploitation of children is prohibited at Bronkhorst and in our value chain. The definition of child labor is based on the principles of the UN Global Compact and the International Labor Organization (ILO).

#### B. Prohibition of modern slavery

Bronkhorst respects the right to free choice of employment. We do not tolerate modern slavery or any act that involves the deprivation of liberty of people in our business or within the area of influence of our suppliers.

#### C. Fair treatment and equal opportunities

We require our suppliers to create a working environment in which employees feel safe and are treated fairly and without discrimination. Suppliers shall not engage in, condone, or tolerate any physical abuse, verbal abuse and harassment, psychological harassment and sexual harassment against or among their employees.

Our suppliers are required to promote equal opportunities and equal treatment of employees and prevent discriminatory behavior. Suppliers shall employ legally eligible employees based upon their abilities, rather than their age, gender, nationality, race, color, religion, ideology, disability, marital status, pregnancy status, social origin, appearance, sexual preference and identity, political opinion or any other status unrelated to an individual's ability to perform the work required by the job.

#### **D. Working hours, remuneration and other benefits**

We require the legal regulations in force and the ILO standards on working hours, overtime, breaks and leaves to be complied with by our suppliers. At a minimum, employees of suppliers must be offered compensation and benefits in accordance with relevant legal requirements or with applicable collective agreements. Suppliers are encouraged to provide family-friendly working conditions that provide a healthy work-life balance, including if applicable the possibilities for caring responsibilities.

#### **E. Freedom of association and collective bargaining**

We expect suppliers to recognize the freedom and rights of employees to freely associate, organize and bargain collectively in accordance with the laws of the country in which they are employed. Suppliers will allow employees to communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or dismissal.

#### **F. Health and safety in the workplace**

Our suppliers must take care of a safe, hygienic and healthy working environment in accordance with international standards (e.g. ILO) and take all feasible steps to prevent incidents and injuries. Suppliers must have an adequate, risk-based health and safety approach, including, for example, providing relevant instructions and training that is understandable to all employees.

### **3. ENVIRONMENT**

Bronkhorst recognizes its responsibility to protect the environment and we expect our suppliers to share our commitment to respond to challenges posed by climate change and to work towards reducing the environmental impact of its business and the supply chain:

#### **A. Compliance**

Suppliers are responsible to obtain all required environmental permits, registrations and licenses and to comply with the relevant law and regulatory requirements for environmental reporting.

#### **B. Environmental footprint**

We expect our suppliers to implement and document measures at its site(s) as to minimize the impact of its business activities on the environment by reducing or avoiding emissions, conserving natural resources, minimizing the use of hazardous substances and avoiding or recycling waste where possible. We require our suppliers to measure, control, document and address greenhouse gas (GHG) emissions, circularity, chemicals and hazardous substances, waste, other emissions to air, water and soil, energy and water consumption. Bronkhorst thereby encourages suppliers to set GHG emissions reduction targets for its business activities.

#### **C. Product stewardship**

We expect suppliers to have product stewardship, meaning that suppliers ensure that the delivered products comply with the legal and normative requirements for such products and define and communicate the requirements for handling the concerned products.

Our suppliers are also responsible to ensure that the delivered products are safe. In that context, the supplier is obliged to carry out periodic checks to verify that the product still meets all safety requirements and is fully compliant with the applicable legislation, to ensure adequate identification and traceability of the delivered products, to register and carefully investigate complaints and incidents related to the delivered products and to inform Bronkhorst immediately in writing if the supplier becomes aware of an incident with the concerned product(s) that has resulted in death or physical or psychological injury.

#### **D. REACH and RoHS**

Throughout the supply chain, it is important that substances posing hazards to the environment (if discharged) are identified and managed to ensure proper handling, transportation, storage, use, re-use or recycling and disposal. Suppliers must ensure to follow and comply with restrictions of the use of Hazardous Substances ('RoHS') as stipulated in Directive 2011/65/EU of the European Union for all products supplied to Bronkhorst. Furthermore, suppliers must observe the requirements regarding the Registration, Evaluation, Authorization and restriction of Chemicals ('REACH') as defined in the European Union Regulation No. 1907/2006 and the Persistent Organic Pollutants ('POPs') as defined in the European Union Regulation No. 2019/1021 for all products supplied and deliveries made to Bronkhorst.

### **4. BUSINESS ETHICS**

#### **A. Business integrity**

All forms of corruption, bribery, extortion, embezzlement and money laundering are prohibited and must not be practiced or tolerated by the supplier. Our suppliers must not, directly or indirectly, promise, grant, offer, accept or demand any unlawful advantages or benefits, particularly in business transactions with third parties or public officials, or be involved in any other unlawful attempts to influence business or government relations. Suppliers should also not make payments to or grant other advantages to an individual, a company or a public official with the objective of influencing decision-making processes. Furthermore, our suppliers shall not influence Bronkhorst employees in their decision to award contracts by giving them or related parties unlawful gifts.

#### **B. Conflict of interest**

Our suppliers will avoid any situation where a conflict or the appearance of a conflict of interest may occur. We expect our suppliers to disclose any conflict of interest to enable Bronkhorst to take the appropriate actions.

#### **C. Fair competition**

Our suppliers must engage in fair competition and observe and uphold all antitrust laws in force. Our suppliers shall ensure that they do not engage in any anti-competitive practices, which include, but are not limited to, price and/or market sharing agreements.

#### **D. Intellectual property and confidentiality**

We expect our suppliers to respect the intellectual property rights of Bronkhorst and of other third parties. Supplier must ensure that all confidential, sensitive and/or proprietary information about Bronkhorst or other third parties is properly protected.



### **E. Data protection**

Suppliers must respect the privacy of all individuals. Suppliers must follow all applicable principles for personal data protection and use personal data only when lawful and necessary to fulfil legitimate business purposes.

### **F. Information security**

Our suppliers must ensure that all proprietary information of their customers, suppliers, business partners and other third parties is adequately protected from both internal and external threats. Our suppliers must take appropriate measures to ensure the integrity, availability and confidentiality of data, to maintain business continuity and to mitigate and/or prevent damage caused by security incidents. In the event of a data breach or cyber attack, the supplier must inform Bronkhorst as soon as possible, but no later than within seventy-two (72) hours.

### **G. Conflict minerals**

We require our suppliers to guarantee responsible procurement of minerals (especially, but not limited to tantalum, tin, gold or tungsten (3TG)) and to ensure that no products containing metals whose base minerals or derivatives originate from a conflict region where they contribute directly or indirectly to the funding or support of armed groups or to human rights violations are supplied to Bronkhorst. Suppliers are required to implement a policy regarding applicable conflict minerals laws and regulations and to exercise due diligence to investigate the source of these minerals.

### **H. Compliance with trade regulations**

Suppliers must maintain and share accurate trade data and documents related to their products with Bronkhorst to amongst others ensure correct registration of data for customs clearance. Suppliers must comply with all export and import control regulations as well as all other applicable commercial and customs regulations, particularly the laws on sanction programs and economic embargos in force.

## **Compliance and monitoring**

**Bronkhorst reserves the right to assess their suppliers' compliance with this Code of Conduct. This can be done by means of a dialogue, self-assessment questionnaires or on-site audits. When evaluating a supplier's compliance with the Code of Conduct, Bronkhorst will take into consideration the scope and applicability of the requirements in relation to the nature of the supplier's business and the associated risks.**

Any violations of this Code of Conduct may jeopardize suppliers' business relationship with Bronkhorst up to and including termination.

Bronkhorst will treat all business and personal information received from the supplier in a responsible manner and will take measures to ensure that this information remains confidential.

## Order of precedence and changes

This Code of Conduct is not meant to, and does not, supersede any applicable law, or any term in an agreement between Bronkhorst and the supplier. To the extent there is any conflict between this Code of Conduct and any applicable law or provision of any agreement, the applicable law or agreement prevails.

We reserve our right to update or to change this Code of Conduct.

## Signature

I/We, the undersigned authorized representative(s) of the supplier, hereby confirm that we have read and fully understood the Code of Conduct and we agree to comply with it:

Full legal company name

Company address

Name signatory

Position

Date

Signature