

NMC Sustainable and Ethical Procurement Principles

Supplier Charter

1 Introduction

In line with our mission to create innovative synthetic foam solutions that enable significant functional benefits in daily applications, each company member of the NMC Group acts as a responsible company and attaches the highest importance to the values of sustainable development (value creation, environmental sustainability and corporate social responsibility). Sustainable management is one of the core values of NMC's identity and defines how the firm acts towards the environment, its collaborators and society as a whole. NMC adheres to recognised standards in all its activities and specifically along its supply chain. We therefore integrate the imperative of sustainable development into our purchasing strategy and our relationships with our suppliers.

In this regard, the NMC Group is a signatory to the Responsible Care® charter, a chemical industry initiative for continuous improvement in environmental, health and safety protection. NMC also follows the guiding principles of the ISO 26000:2010 standard on social responsibility in order to pledge to conduct its activities in a socially responsible manner.

All NMC Group subsidiaries are required to follow and promote the rules set out in internal policies and guidelines, which are available on our website. By doing so, we confirm our commitment in this area and clarify our expectations in relation to our suppliers.

2 General Commitment

NMC aims to build long-term relationships with its suppliers that take sustainable development into account. We strive to build partnerships with our suppliers that enable cost-effective purchasing for NMC as well as for our customers, and to live up to our responsibilities in supply chain management. In addition, NMC recognizes the ISO 20400:2017 standard on sustainable procurement and aims to ensure that sourcing is done in a sustainable manner.

NMC buyers will inform suppliers of the company's commitment to comply with legal requirements as well as the recognised ethical, environmental, and moral values. NMC collaborators who are likely to carry out activities related to purchasing are also made aware of this charter and are invited to make it known to suppliers.

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As stated in its [Code of Business Ethics](#) Conduct as well as in its other policies, this primarily relates to:

- [1] Compliance with Laws, Rules and Regulations, particularly with regard to imports and exports, trade embargoes and economic sanctions;
- [2] Conflicts of Interest;
- [3] Corporate Governance;
- [4] Antitrust and Fair Dealing;
- [5] Commitment against Bribery and Corruption;
- [6] Confidential Information;
- [7] Intellectual Property and Counterfeit Goods, including not using counterfeit parts;
- [8] Corporate Social Responsibility (CSR);
- [9] Non-Discrimination;
- [10] Equal Opportunity;
- [11] Protection of the Environment and Sustainability;
- [12] Human Rights;
- [13] Sourcing and Supplier Management;
- [14] Whistleblowers and Non-Retaliation;
- [15] Communication.

3 Compliance with Laws, Rules, and Regulations

NMC expects its suppliers to act in accordance with national and international laws, treaties, regulations, contractual agreements, and standards, in addition to this charter. In case of conflicts between the latter and the legislation, suppliers will be bound to follow the strictest requirements.

4 Financial Responsibility

NMC expects its suppliers to demonstrate responsible and transparent financial management. This involves:

- Maintaining accurate and complete financial records that clearly trace economic flows;
- Complying with legal and tax obligations in terms of accounting and reporting;

- Establishing internal control mechanisms to prevent fraud, corruption and any form of mismanagement.

5 Environmental Compliance

NMC has a key objective to reduce the environmental impact of its activities in order to contribute to a more sustainable future, as set out in its Environmental Policy. The company is also committed to the Operation Clean Sweep® program, which aims at preventing the loss of plastic pellets to the environment. In order to reduce waste, NMC follows the guidelines of its own packaging policy. All cardboard, paper and wood used for packaging must be certified. Our objective is that all packaging materials be fully recyclable or compostable and contain the highest possible percentage of recycled materials. The reuse of packaging and materials should be encouraged. In addition, we request suppliers to collaborate with NMC in order to optimize packaging with the aim of reducing the volume and the weight of packaging materials.

NMC requires its suppliers to conduct their business in an environmentally responsible manner and that they pursue a consistent and ambitious strategy in this regard. In addition to minimizing their environmental impacts, suppliers are required to:

- Comply with environmental legislation, including land, forest and water rights, and prevent forced evictions;
- Comply with health and safety legislation, including responsible management of chemicals;
- Preserve biodiversity, including attention to animal welfare
- Preserve and use natural resources responsibly, including ensuring water quality consumption and sustainable management;
- Implement rational use of transport and energy, favouring renewable energy sources;
- Promote waste reduction
- Promote a reduction in emissions (including noise emissions), including ensuring transparent reporting of greenhouse gas emissions;
- Preserve soil and air quality by limiting pollutant emissions and adopting environmentally friendly practices;
- Reduce their carbon footprint.

In addition, NMC considers the existence and effectiveness of an environmental management system derived from ISO 14001:2015 (or equivalent) to be a benchmark for all our suppliers. This is also the case for ISO 9001:2015 certification or equivalent, demonstrating a commitment to continuous improvement in quality management.

6 Human Rights

NMC fully respects human rights, adheres to the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO), and expects its suppliers to do the same. Suppliers undertake to respect and promote the fundamental rights of all individuals, regardless of gender, ethnic origin, religion, sexual orientation, disability or membership of an indigenous people; in particular, respect for women's rights and gender equality, the rights of minorities and indigenous peoples. NMC does not tolerate any form of forced labour, discrimination or child labour.

NMC therefore fully applies the ethical standards as set out in its [Code of Business Ethics](#) Conduct and in its Health and Social Policy. In addition, suppliers undertake to guarantee employees working conditions that comply with local laws and international standards, particularly regarding wages and benefits. Wages paid must be sufficient to meet the basic needs of employees and their families and include the benefits required by local legislation.

NMC values the rights of employees to join any form of legally constituted representative body freely and is committed to collaborate with them in full confidence. The company is also committed to ensure the health, safety and security of all its employees, as set out in its Health and Safety Policy. NMC expects its suppliers to apply the same policy, all along their supply chain, including:

- Managing workplace safety issues by ensuring safe and suitable working conditions;
- Respecting working hours in accordance with local and international legislation, avoiding any form of excessive or unpaid work
- The ethical supervision for the use of private or public security forces, ensuring that their intervention respects human rights, is non-violent and never serves to intimidate or repress workers or local communities.

7 Monitoring

We expect all NMC suppliers to adhere to the terms of this charter. Suppliers will sign this charter and attest to its implementation in their operations and those of their own suppliers or any other party involved throughout their supply chain. To this end, they will be required to communicate their CSR reports and provide NMC with the necessary supporting documents.

NMC reserves the right to assess or audit, either on its own or through an independent rating agency, the monitoring of the rules set out in this charter. If necessary, NMC may require the implementation of corrective measures to set up within an appropriate timeframe in the event of deviations from this charter. These will be monitored regularly until they are put into effect.

NMC may also reserve the right to terminate unilaterally, any business partnership with the supplier in the event of serious breaches to this charter, without damages and with immediate effect, by giving a written notice to the other party.

In addition, NMC encourages all its suppliers to report any violations of this charter or the law through its Whistle-blower policy. We also expect our suppliers to provide us with innovative solutions to support efficient, sustainable and integrated procurement. Finally, we encourage ideas or proposals by our suppliers and partners that would help us to improve in line with our objectives regarding sustainability.

8 Signature

We confirm that we have read and understood the contents of this Charter. We accept the conditions and take responsibility for ensuring compliance and informing the various parties involved.

NMC company

Company: NMC SA
Name, First name: KOENIGSHOVEN Guido
Position: Head of Supply Chain
Date: 06 October 2025
Signature:



For the supplier

Company:
Name, First name:
Position:
Date:
Signature:

9 References

9.1 External Links:

- [International Bill of Human Rights](#)
- [International Labour Standards \(ILO\)](#)
- [ISO 9001:2015 - Quality management systems](#)
- [ISO 14001:2015 - Environmental management systems](#)
- [ISO 20400:2017 - Sustainable procurement](#)
- [ISO 26000:2010 - Social responsibility](#)
- [Operation Clean Sweep](#)
- [Responsible Care Global Charter](#)

9.2 Internal Links:

- [Certificates \(e.g. ISO 9001 – 14001 – 45001, Clean Sweep Operation Certificate\)](#)
- [NMC Code of Business Ethics](#)
- [NMC Policy for Environmental Protection – Our Commitment to Sustainability](#)
- [NMC Environmental Policy](#)
- [NMC Health and Safety Policy](#)
- [NMC Social and Labor Policy](#)
- [NMC Whistleblower Policy](#)

9.3 Corporate Links:

- [NMC Corporate Website](#)
- [NMC Sustainability Strategy Brochure](#)