

Supplier Sustainability Compliance

1. GENERAL SUSTAINABILITY COMMITMENT

- 1.1. Sonion is committed to high standards for the way it conducts business including social and environmental responsibility, business ethics, and compliance with applicable laws and regulations. Sonion takes its sustainability responsibilities very seriously and is continuously working to on a policy framework covering Sonion's impact on and approach to areas of social, business ethics, human rights, health and safety, environment and compliance with applicable laws and regulations through sound governance practices (together referred to as "Sustainability Practices").
- 1.2. Supplier shall use commercially reasonable efforts to adopt and adhere to Sustainability Practices comparable to those of Sonion. In addition, Supplier agrees to comply with all applicable environmental, social and governance ("ESG") related laws and regulations and shall take all reasonable actions to ensure continued ongoing compliance.
- 1.3. Supplier shall proactively and promptly inform Sonion of any notable ESG non-compliance. Supplier shall work to ensure swift resolution to any such ESG non-compliance and seek to mitigate any impacts in relation to Sonion and the performance of the Agreement.

2. CODE OF CONDUCT AND ESG POLICY

- 2.1. A key element of Sonion's Sustainability Practices commitment is stated in the Sonion Code of Conduct ("COC") and ESG Policy ("ESG Policy") Sonion's COC and ESG Policy are both available on Sonion's website (www.sonion.com) and Supplier shall at all times, apply internal practices and processes that are equivalent to or better than those set out in the Sonion COC and ESG Policy.
- 2.2. Sonion encourages Supplier to adopt and comply as a minimum with the principles of the Responsible Business Alliance (RBA) Code of Conduct or similar globally recognized standards or codes of conduct.
- 2.3. In addition to meeting the standards of Sonion's COC as reasonably mirrored and adapted by Supplier, Supplier shall comply with all relevant laws and regulations and any other applicable standards.

3. ENVIRONMENTAL COMPLIANCE

Supplier shall operate in a manner that is protective of the natural environment and its resources, including:

- 3.1. Comply with all applicable local environmental laws and regulations;
- 3.2. In order for Sonion to comply with its customers' market requirements for products and materials, Supplier is also required to prove compliance to European Union ("EU") directives for Restriction of Hazardous Substances Directive ("RoHS") and Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH");
- 3.3. Adopt suitable practices in relation to the management of restricted substances such as complying to IECQ QC080000 or similar;
- 3.4. Use a suitable environmental management system such as ISO 14001 or similar and establish an environmental policy to ensure continuous improvement and demonstrate a clear understanding of the environmental risks relative to Supplier's operating environment;
- 3.5. Measure environmental impacts and maintain responsibilities throughout the lifecycle of the products and services provided;
- 3.6. Measure, monitor and regularly review its environmental performance and make continuous improvements to reduce environmental impacts and associated carbon footprint by mitigating risks especially in the areas of energy consumption, water consumption and increasing material re-use and recycling;

- 3.7. Reduce the use and optimize the handling, storage, movement, treatment, and disposal of all hazardous and non-hazardous waste which must be done in compliance with applicable regulations and in an environmentally responsible manner to reduce toxic emissions and associated impacts; and
- 3.8. Make efforts to minimize emissions to air that contribute to pollution and climate change.

4. SOCIAL COMPLIANCE

- 4.1. Health and Safety. Supplier shall ensure a healthy and safe working environment for its employees and partners, including
 - 4.1.1. Comply with and strive to exceed applicable laws and regulations relating to employee health and safety and Supplier is encouraged to implement and maintain standards in relation to ISO 45001 or similar;
 - 4.1.2. Ensure protection of individuals from risks involved in performing their work and from overexposure to chemical, biological, and physical hazards, noise, or air pollution, including through ensuring adequate air circulation, lighting and temperatures and mandatory use of complementary personal protective equipment;
 - 4.1.3. Identify and assess emergency situations and minimize their impact by implementing emergency plans and response procedures; and
 - 4.1.4. Ensure procedures are in place for safe handling and storage of hazardous or toxic substances.
- 4.2. Human rights and labor practices. Supplier shall treat all employees and other individuals with respect and dignity, including:
 - 4.2.1. Comply with applicable laws and regulations relating to human rights and labor practices;
 - 4.2.2. Not use child labor as defined by the International Labour Organization ("ILO") and United Nations ("UN") Convention and/or national law, whichever is more stringent;
 - 4.2.3. Not use forced or bonded labor, regardless of its form, or involuntary prison labor and ensure compliance with laws and regulations related to the elimination of slavery and human trafficking;
 - 4.2.4. Ensure that imports are free from any goods mined, produced, or manufactured wholly or in part with forced labor throughout the supply chain and in this regard to apply necessary due diligence, effective supply chain tracing, and supply chain management measures in line with the relevant laws and regulations including to those of the EU, United States ("US") and the UN;
 - 4.2.5. Respect the legal rights of employees to collective bargaining and freedom of association and to join or to refrain from joining worker organizations, including trade unions;
 - 4.2.6. Ensure that working hours, including overtime, do not exceed applicable legal requirements and where such requirements do not exist, follow the ILO standard;
 - 4.2.7. Ensure individuals are allowed and encouraged to take reasonable breaks and rest periods;
 - 4.2.8. Comply with all applicable laws, regulations and industry standards concerning wages; and
 - 4.2.9. Ensure fair employee treatment and equality relating to gender, race and religion.
- 4.3. Conflict Minerals. Supplier shall be committed to proactively eliminate conflict minerals from Products and throughout the supply chain, including:
 - 4.3.1. Ensure, to the extent possible, that minerals contained in Products and materials supplied to Sonion originate from conflict free sources; and
 - 4.3.2. Be committed to conduct reasonable supply chain due diligence to assess risk exposure, to the extent possible. Supplier is recommended to use the Organization for Economic Co-operation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chains or Minerals from conflict-affected and high-risk areas as a basis.

5. GOVERNANCE COMPLIANCE

5.1. Business ethics. Supplier shall conduct its business in accordance with high ethical standards, including:

- 5.1.1. Comply with laws and regulations combating bribery, corruption, anti-competitive practices, and prohibited business practices and not entertain nor tolerate any form of corruption or bribery, including facilitation payments;
- 5.1.2. Undertake to ensure that financial transactions and any other activities undertaken pursuant to business dealings with Sonion do not violate anti-bribery and corruption laws;
- 5.1.3. Acknowledge and agree not to apply any local customs or common business practices which would otherwise contravene European and other internationally recognized anti-bribery and corruption laws and regulations, even if similar local laws and regulations are not present;
- 5.1.4. Ensure proper use of confidential information and protect data privacy rights;
- 5.1.5. Adopt and comply with industry recognized transparent accounting methods;
- 5.1.6. Ensure that there are sufficient internal policies, procedures and controls in place to safeguard and ensure that all stakeholder interests are suitably protected, including those of employees, partners, customers, shareholders and other relevant invested third parties;
- 5.1.7. Encourage employees to report any concerns or illegal activities in the workplace without threat of retaliation, intimidation, or harassment. Supplier shall investigate and take corrective action if needed; and
- 5.1.8. Ensure there is a clearly promoted and available internal reporting system (whistleblower line) and associated safe reporting process available for all employees and secure anonymity, non-retaliation and protection of employees reporting in good faith.

6. ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING

6.1. Supplier is required to have and maintain its own ESG targets, measurement and reporting processes (“ESG Reporting Processes”). Where Supplier has not yet established relevant ESG Reporting Processes, Supplier shall commit to introducing a suitable ESG Reporting Process within a reasonable timeframe. Supplier shall adopt the Global Reporting Initiative (“GRI”) framework or similar to help establish suitable ESG Reporting Processes.

7. SUSTAINABILITY PRACTICES IN THE SUPPLY CHAIN

- 7.1. Supplier agrees to ensure that all of its key supply chain partners also undertake to commit to the Sustainability Practices detailed in this Supplier Sustainability Compliance.
- 7.2. Sonion reserves the right to audit Supplier’s Sustainability Practices to ensure compliance and that applicable obligations are being met. Sonion shall provide a minimum of four (4) weeks’ notice of its intention to conduct such an audit, which may involve physical on-site presence and/or be conducted via virtual communication methods. A third party may also be used to conduct audits on Supplier’s Sustainability Practices and Supplier shall fully support such audits.