

SUPPLIER CODE OF CONDUCT

SUSTAINABILITY AND QUALITY AT THE HEART OF OUR AGENDA

Sustainability is a driver and cornerstone of 3B's strategy. It is a pre-condition for our company to be a socially responsible, ecological and successful leader in the glass fibre market in the long term. The triple "P" approach from the Corporate Social Responsibility (CSR), People, Planet and Profit, defines the structured and pragmatic approach around our existing sustainability initiatives.

Our Suppliers represent a critical component of our proposition of high performance and value. Therefore, in line with its mission, 3B collaborates with its Suppliers to identify further opportunities to improve responsible business practices and to continuously strive to enhance quality of products and services.. To actively engage its Suppliers in its journey towards sustainability and high quality, 3B has defined a Supplier Code of Conduct (SCoC), which is to be applied by all 3B Suppliers worldwide.

The Supplier Code of Conduct forms the foundation for the cooperation between 3B and its Suppliers towards the goal of achieving its quality, sustainability and performance objectives. Compliance with this Code should be assessed on a regular basis through self-assessments. 3B may also solicit third-party assessments or conduct on-site audits to assess compliance with this Code. Although this Supplier Code of Conduct only applies to 3B's direct Suppliers, 3B encourages its Suppliers to invite their own suppliers to comply with those terms.

PEOPLE

At 3B we believe that people are the source of success.

HEALTH & SAFETY

3B is committed to working towards a goal of zero accidents and injuries, as well as to general well-being at the workplace and beyond. 3B request its Suppliers to commit to providing safe working conditions and a healthy work environment.

SOCIAL RESPONSIBILITY

• Forced Labour

The Supplier will not force any person to work or provide services under the menace of a penalty. The Supplier must not withhold the identity cards, travel documents and other important personal papers of its employees, thereby preventing the employees from ending their employment.

• Child Labour

The Supplier will not tolerate nor use child labour in any stage of its general activities other than in accordance with all applicable laws and regulations, such as legitimate workplace apprenticeship programmes.

• Discrimination

3B supports diversity and employment equity. The Supplier is expected to offer equal employment opportunities and compensation without any discrimination on basis of race, ethnic background, nationality, age, religion, gender, sexual orientation, political affiliation, union membership or disability; unless such discrimination is based on the inherent requirements of the job or in the course of a programme to promote diversity.

• Fair remuneration and working hours

The Supplier will pursue a fair remuneration policy and comply with laws and regulations governing wages, hours, days of service, and overtime payment for workers.

• **Freedom of Association**

The Supplier is expected to allow its workers to choose freely whether or not to organize or join associations for the purpose of collective bargaining, as provided by local law.

PLANET

3B positions itself as THE eco-responsible glass producer with greener production technologies, creative initiative and behaviours. Therefore, 3B seeks to work with Suppliers who share a common commitment to environmental protection and follow best practices in environmental management, including energy reduction, recycling and emission reduction.

The Supplier must ensure compliance of applicable laws and regulations regarding the protection of the environment. Furthermore, the Supplier is expected to actively limit the use of resources as much as possible, covering all activities from raw materials to the products' end of life. This includes minimizing the use of raw materials, energy, water and chemicals, handling waste in an environmentally responsible way and recycling materials as much as possible.

The Supplier should maintain effective policies, processes and procedures to manage its environmental impact. The supplier is expected to continuously improve its environmental performance all the way through the value chain by means of operational control and process monitoring and by focusing on employee awareness and training.

PROFIT

We find innovative solutions for market sustainability needs and are recognized as a trusted and reliable supplier. We engage our Suppliers into our journey to sustainability, moving them from compliant suppliers to sustainability partners sharing responsibility. In order to reach that level of sustainability, we embrace a transparent governance.

• **Bribery and corruption**

The Supplier must comply with all applicable laws and regulations on bribery and corruption. The Supplier must never, directly or through intermediaries, accept or offer bribes. The Supplier will adhere to anti-trust and other competition laws, and will not participate in price fixing or bid-rigging.

• **Disclosure of Information and Conflict of Interest**

The Supplier must accurately disclose information regarding its business activities, structure, financial situation and performance in accordance with applicable laws and regulations. The Supplier must disclose to 3B all available information about conflict of interest.

• **Protection of Intellectual Property**

The Supplier will protect all confidential information provided by 3B and its respective business partners.

• **Data protection**

3B treats all personal data with the utmost care, in compliance with the General Data Protection Regulation (GDPR). All 3B suppliers are expected to comply with the GDPR, to adhere to its philosophy and ethics regarding any processing of either personally identifiable information or sensitive personal information. For any personal data transferred to Suppliers by 3B, we reserve the right to check compliance at any time.

Supplier name

Supplier signature

Date