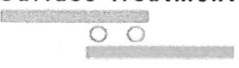


document surtm. : STNP0180E release date : 18-03-2019 review date :	Code of conduct suppliers	<div style="text-align: right;"><b>Surface Treatment</b></div>  Issue : 01 Document owner: P&O Page 1 van 2
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This Code of Conduct for Suppliers describes Surface Treatment Nederland BV's (STN) expectations of the behavior of suppliers and business partners who do business with STN. Suppliers are expected to understand and act in accordance with the approach to integrity, responsible procurement, and supply chain management. STN expects its suppliers to have similar expectations through their own supply chains. STN expects to do business with suppliers that meet our standards and behave consistently with, and positively reflect STN's values throughout, the entire supply chain. STN carefully chooses its suppliers and expects them to comply with contractual requirements, comply with laws and regulations and act in accordance with the principles and values of our Company Code of Conduct and this Supplier Code of Conduct.

## HUMAN RIGHTS

### Forced labor

Suppliers will not use a slave, prisoner or any other form of forced or involuntary labor. Suppliers must take reasonable steps to ensure that all their employees understand the terms of their employment contract.

### Child labor

Suppliers will not use child labor. STN has a zero tolerance policy with regard to the employment of children where the age and employment are not in accordance with the applicable legislation.

### Human trafficking

Suppliers will not deal directly or indirectly with human trafficking. STN prohibits abuse in the field of human trafficking.

### Terms of employment

Suppliers will comply with applicable laws that regulate working hours, wages and benefits. Employees are paid on time with at least or more than the legal norms.

### Labor Brokers

If necessary for a supplier to use a labor broker, the supplier will ensure that the intermediary works ethically, complies with applicable legislation and does not withhold employee identity documents.

### Bullying and discrimination

Suppliers will not discriminate based on gender, skin color, race, national origin, religion or sexual orientation, age, veteran status, disability or gender identity. Harassment or discrimination of any kind will not be tolerated.

### Freedom of association and collective bargaining

Suppliers will comply with applicable laws that recognize and respect the rights of employees with regard to freedom of association and collective bargaining.


## WORKPLACE HEALTH & SAFETY

Suppliers ensure a clean, healthy and safe environment for their employees who at least meet or exceed the legal requirements.

Suppliers will have safety procedures for their employees and use procedures that striving for a goal of zero safety incidents in the workplace. Suppliers' employees have the right to refuse work and to report incidents that do not meet the safety criteria.



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document surtm. : STNP0180E release date : 18-03-2019 review date :	Code of conduct suppliers	<div style="text-align: right;"> <b>Surface Treatment</b>    Issue : 01  Document owner: P&amp;O  Page 2 van 2 </div>
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## ENVIRONMENT

### Continuous improvement

Suppliers will increase the efficiency of their companies and take measures to reduce CO2 emissions as well as energy consumption, water consumption, waste and other emissions.

### Responsible stewardship

Suppliers will look for ways to preserve and protect the community and environment that surrounds them. STN encourages its suppliers to develop and disseminate environmentally friendly technologies to increase their use.

## BUSINESS INTEGRITY

### Anti-Corruption / Anti-bribery

Suppliers do not tolerate any form of corruption, bribery, misappropriation or fraud. This includes also giving or receiving something of value, including money, gifts, or illegal incentives that are inappropriate and may affect negotiations or any other negotiations with governments and government officials, customers or other third parties.

### Ethical behavior

Suppliers will avoid conflicts of interest and operate fairly and ethically during delivery and in accordance with applicable laws, including laws pertaining to anticompetitive practices, respect for and protection of intellectual property, company and personal data, export controls and economic sanctions .

### Reporting and retribution

Suppliers will provide an adequate procedure for their employees to report integrity issues, as well as security issues and misconduct without fear of retribution. Suppliers will examine reports and take corrective measures if necessary. Suppliers will prohibit retaliation.

### Involvement of stakeholders

Suppliers will communicate these or similar codes to their suppliers and subcontractors. Suppliers will continuously improve their sustainability and stakeholder engagement process STN also encourages suppliers to work closely with local communities When implementing projects and strategies that improve the community and those who live there.

Suppliers will develop and implement appropriate internal business processes and policies ensure compliance with applicable law and this Supplier Code of Conduct. Suppliers will be able to demonstrate compliance with this code at our request and take all measures to correct non-compliance.

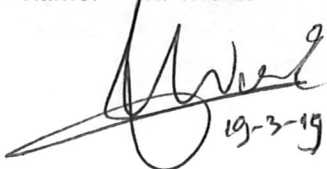
### Reporting integrity issues to STN

Subject to legal restrictions, suppliers will immediately notify STN of any issues related to this Supplier Code of Conduct. STN prohibits retaliation against a person who reports such concern. To report a problem, suppliers can always contact their STN contact person directly.

Internal affairs can also be reported to the STN confidant.

This code of conduct for suppliers was established by a decision of the management:

Name: R. Wierts CEO



19-3-19