

Supplier Code of Conduct - Kebony

Kebony is a producer of natural wood made to last. We continuously drive sustainability in products and solutions, combining social responsibility, environmental protection and economic success in our business operations.

Ensuring the principles of sustainable development in our supply chain is important to us. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards). We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors. We particularly expect you as our supplier to support, embrace and enact the following ESG standards.

Health & Safety

- You provide a healthy and safe workplace and comply with all applicable health and safety laws and regulations.
- You protect your employees' and neighbors' life and health, as well as the general public against hazards inherent to your processes and products.
- You take action to manage and minimize health and safety threats and risks inherent to the working environment and implement appropriate controls and procedures in order to protect your employees, subcontractors, consultants and directors against such threats and risks.
- You establish a health and safety management system to mitigate the risks of occupational illnesses and accidents.

Environment

- You comply with all applicable environmental laws and regulations as well as any regulations in force at any of our sites which you would access.
- You obtain and maintain all legally required environmental permits, regulatory approvals and registrations.
- You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products and/or services.
- You ensure by using appropriate management systems that the quality and safety of your products and/or services meet the applicable environmental requirements.
- You use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions in the air, water and/or soil.
- You minimize your negative impact on biodiversity, climate change and water scarcity.
- You maintain effective policies, processes and procedures to manage your environmental impact and adopt suitable and robust management practices for environmental protection.
- If required by law or regulation, you monitor and report publicly on your environmental and energy performance, both to any applicable authority having jurisdiction, as well as to the general public.

Social

- You support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor and comply with all applicable employment laws and regulations.
- You uphold the freedom of association and the right to collective bargaining in accordance with applicable laws and regulations.

- You treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- You ensure that employees, consultants, directors and subcontractors are recruited, retained, employed and engaged (as applicable) in accordance with applicable local, national and international laws and regulations.
- You enable your employees, consultants, subcontractors, directors and other stakeholders to report potentially unlawful, abusive, discriminative or harassing practices or actions in the workplace. You ensure that your employees, consultants, subcontractors, directors and other stakeholders are free to raise such concerns without fear of reprisal.
- You comply with all applicable laws and regulations regarding minimum wages, working hours and working conditions and ensure, where applicable, compensation of a living wage in accordance with local living conditions.

Governance

- You comply with all applicable national and international trade laws and regulations, including but not limited to fair competition, antitrust, trade controls and sanctions.
- You consider business integrity as the basis of any of your business relationships.
- You prohibit all types of bribery (including the granting of gifts and / or benefits that go beyond the bounds of business hospitality), corruption and money laundering.
- You avoid any conflict of interest relating to financial interests or other arrangements with any of our employees, directors, consultants and subcontractors which may reasonably be considered inappropriate. You thus avoid any interaction with our employees, directors, consultants and subcontractors that may reasonably conflict, or may reasonably appear to conflict, with that employee, consultant, director or subcontractor acting in the best interests of Kebony (or any affiliate thereof).
- You respect the privacy and confidential information of all your employees and business partners and protect such data as well as the intellectual property you use from any misuse.
- You implement an appropriate compliance management system, which facilitates compliance with applicable laws, regulations and standards.

You acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards. Kebony reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern. Kebony reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Kebony expects its suppliers, its suppliers' employees, subcontractors, consultants or directors to report suspected violations to this Code of Conduct to compliance@kebonny.com in each case in accordance with and subject to the applicable laws and regulations. All such reports shall be treated as confidential and the reporting party shall remain anonymous, in each case if and to the extent permitted by applicable law or regulation.

As seen and acknowledged :

Date: _____

Company: _____

Represented by: _____