

## Supplier Code of Conduct

### Introduction

This Supplier Code of Conduct is of paramount importance to TenCate Grass Holding, its subsidiaries and all its employees, worldwide (hereinafter “TenCate Grass” or “Company”). The Supplier Code of Conduct contains the fundamental principles and rules governing the way our Suppliers act in relation to TenCate Grass, our business partners and towards the general public. It derives its orientation from international and generally accepted conventions on the upholding of laws and regulations, sound business practices, human rights and the fight against corruption.

TenCate Grass is an innovative, technology driven, internationally active company that develops, manufactures and markets materials with precisely defined functional characteristics and product specifications. We strive for market leadership in the artificial grass market. Against this background, TenCate Grass enters into relationships with stakeholders such as customers, suppliers, developers, knowledge institutes, certifying bodies, end users and employees. These relationships are based on trust, technological know-how and the quality of our products. They are also based on our methods of operation, our adherence to laws and regulations, the way TenCate Grass treats the environment and how it meets its social objectives. We aim to operate in an ethically and socially responsible manner and to provide employees with a safe and inspiring work environment in which they can flourish.

Our reputation means everything to us. Respect, honesty and integrity are three of our Core Values. Our Core Values help us to safeguard our reputation and to build upon the confidence that our stakeholders have in us. The objective of this Supplier Code of Conduct is to contribute to that confidence.

Every Supplier of TenCate Grass must therefore be familiar with these fundamental principles and rules and observe them as binding provisions.

Michael R. Vogel  
Chief Executive Officer

## 1. Core Values and Fundamental Principles

The Company expects of its Suppliers that they will not undertake any actions that are in conflict with our Core Values and Fundamental Principles.

### *Behaviour which complies with the law*

We obey the laws and regulations of the legal systems within which they operate. Each manager must emphasize the importance of ethical conduct and compliance by making them regular topics of everyday business and promote them through training and leading by example.

### *Mutual respect, honesty and integrity*

We respect the personal dignity, privacy and personal rights of every individual. We do not tolerate discrimination, harassment or offensive behaviour. We are open, honest and stand by our responsibility. We are a reliable partner. We are meticulous in meeting our commitments to stakeholders so that their expectations are met and their confidence is not undermined. Every employee should be concerned with maintaining and promoting the good reputation of TenCate Grass.

### *Human Rights and Protection*

We acknowledge the provisions of the Universal Declaration of Human Rights (UDHR). We also respect the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Company specifically attaches great importance to the elimination of forced and child labour, freedom of association and compliance with the guidelines on working time and minimum pay. Since our Company holds a variety of data for various reasons, we require this to comply with the legal and contractual obligations, in line with the Global Data Protection Regulations.

### *Shareholder*

The shareholders are the joint owners of TenCate Grass. They have placed their confidence in the Company. TenCate Grass will therefore do all it can to further the interests of its shareholders.

## 2. Basic Behavioural Requirements

### 2.1 General

#### *Fairness and integrity*

Suppliers will be judged on their performance. Any form of discrimination on grounds of race, sex, religion, life principles, political preferences, age, handicap, sexual preferences or otherwise are unacceptable by TenCate Grass. Physical, verbal, written and sexual intimidation will not be tolerated.

#### *Respect for Human Rights*

TenCate Grass is committed to protecting the environment and human rights in our global communities, operations and supply chain. We uphold the highest standards of ethical behaviour and compliance with all legal requirements. As our partners in business, we expect our Suppliers to uphold those same standards. This includes but is not limited to the following:

- Suppliers avoid any form of child labor.
- Suppliers avoid any form of forced or compulsory labor.
- Suppliers respect the personal dignity, privacy and right of each individual employed.
- Suppliers ensure that their employees are not discriminated or harassed in any way.
- Suppliers ensure working hours comply with the applicable law.
- Employee compensation meets at least the legal minimums including overtime and are in line with industry standards. Suppliers pay wages at regular intervals and inform employees about the method of its calculation. Suppliers make no disciplinary deductions from wages earned.
- Suppliers ensure that employees can freely communicate with their superiors concerning their working conditions. Subject to applicable law, employees are free to join any trade union of their choice.

## **2.2 Integrity and Sound Business Practice**

### ***Fair competition and anti-trust laws***

TenCate Grass and its Suppliers will refrain from behaviour that obstructs or discourages fair competition. TenCate Grass and its Suppliers will acquaint themselves with information about competitors only by legal means.

### ***Working with third parties***

TenCate Grass and its Suppliers will make no use of third parties to breach or circumvent laws or regulations. Neither will be acted contrary to socially accepted standards.

### ***Trade controls***

Suppliers involved in the import and export of goods, services or technology must follow applicable economic sanctions, export controls and import laws and regulations.

### ***Anti-Corruption: Avoiding Offering, Granting, Demanding and Accepting Advantages***

Suppliers do not engage in or tolerate any form of corruption, bribery, extortion or fraud. Suppliers shall not offer any gifts or other benefits to TenCate Grass employees that could improperly influence the TenCate Grass employee.

### ***Anti-Money Laundering***

All transactions with between TenCate Grass and its Suppliers will be recorded in writing. The administration of every order and every project will be transparent, complete and correct. Payments in cash will not be accepted, unless the payment is made in accordance with generally accepted auditing procedures.

### ***Confidential information and Intellectual Property Rights***

Suppliers only make appropriate use of confidential information and ensure that all intellectual property rights are respected.

## **2.3 Health & Safety and Environmental Responsibility**

### ***Health & Safety***

Suppliers will ensure in all their operations a healthy and safe workplace and work environment of all persons – employees, subcontractors and other individuals including users and the community. In the workplace in particular, Suppliers ensure safe and healthy workplaces and working conditions. More specifically, suppliers provide to their employees:

- Appropriate personal protective equipment;
- Reasonable access to potable drinking water and sanitary facilities;
- Adequate lighting and ventilation;
- Fire safety, emergency preparedness and response for occupation injury and illness,
- Industrial hygiene;
- Machine safeguarding;
- Appropriate and the minimum legal standards in any canteen or dormitory facility.

### ***Environmental Responsibility***

TenCate Grass has a policy to minimize its environmental impact. The Company and its employees will therefore act vigorously in the spirit of this policy. Suppliers are also expected to do their utmost to minimize their respective environmental impacts. This includes but is not limited to the following:

- Suppliers are responsible for managing, measuring and minimizing the environmental impact of their facilities and transportations, including reductions on emissions, waste, energy and water consumption.
- Suppliers shall comply with all local regulations or, in their absence, international standards.

Suppliers are encouraged to carry out initiatives to favor the sustainable use of renewable resources.

## **3. Environmental Goals**

We expect our Suppliers to support TenCate Grass's environmental goals by complying with all applicable environmental laws, rules and regulations while also using resources wisely. Suppliers must be certified for their environmental management systems by third party and hold a valid ISO 14001 certificate or equivalent. Suppliers are expected to align with TenCate Grass's commitments by developing and implementing their own

environmental management program focused on conservation of natural resources, including but not limited to:

- Carbon Reduction
- Energy and Raw Material Efficiency
- Reduced Water Usage
- Air Quality Improvement
- Recyclability and Waste Reduction
- Hazardous Material and Chemical Management and Control (incl. EU-REACH Regulation EU-Waste Framework Directive and USA-Toxic Substances Control Act)
- Protecting Biodiversity
- Employee and Supplier Training

#### **4. Audit and Corrective Action Process**

TenCate Grass reserves the right to conduct audits to ensure compliance with the above requirements and also to take appropriate measures, including discontinuing any relationship with a Supplier, should the Supplier violate, fail to correct, or have a pattern of violating this Supplier Code of Conduct. Suppliers are required to cooperate with TenCate Grass's direct audit or through a third-party auditing firm utilized by TenCate Grass.

#### **5. Compliance**

If Suppliers become aware of a breach of any of the requirements of this Supplier Code of Conduct by their own employees or TenCate Grass employees, they shall inform TenCate Grass as soon as possible. If Suppliers are unable to discuss the matter with the procurement department of TenCate Grass, reports can be sent to:

[Supplier.whistleblower@tencategrass.com](mailto:Supplier.whistleblower@tencategrass.com)

## Supplier Code of Conduct TenCate Grass

*I herewith confirm that I have been provided with a copy of the Supplier Code of Conduct of TenCate Grass Version 202101 dated January 1, 2022 that applies to all Suppliers conducting businesses with TenCate Grass Group and all its subsidiaries.*

*By signing this document I agree to act in accordance with this Code of Conduct.*

*Date* :

*Place* :

*Company* :

*Name* :

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*Signature*