

## Code of Conduct

The Shark Solutions Group provides high quality raw materials for companies to produce more environmentally friendly products and help create a more sustainable future. We continuously strive for sustainability in supply chain, products and solutions, while combining economic success, social responsibility and environmental protection in our business operations and thereby enable ourselves and our customers to meet the current and future needs of society.

We have committed to the principles of “we source responsibly” and want to partner with suppliers to further develop sustainability performance in our supply chain. The expectation is that our suppliers embrace the following Code of Conduct, or similar conduct that is in alignment with applicable laws and adhere to internationally recognized environmental, social and corporate governance standards, while also working with subcontractors to afford the same.

We as a company embrace the following standards, which are based on the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, Declaration on Fundamental Principles and Rights at Work, and OECD guidelines.

### Environment

- Compliance with all applicable environmental, health and safety regulations.
- Promotion of safe and environmentally sound development, manufacturing, transport, use and disposal of products.
- Ensuring use of appropriate management systems that product quality and safety meet the applicable requirements.
- Provide a safe and healthy workplace for our co-workers and colleagues against potential risks in the work environment to create a place free of harm.
- The use of resources efficiently, applying energy-efficient and environmentally friendly technologies to reduce waste, as well as emissions to air, water and soil.
- Minimize any negative impact on biodiversity, climate change and water scarcity.

### Social

- Support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor.
- Treat employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- Enable employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- Comply with labor rights, wage and working hours in accordance with local laws.

## **Governance**

- Abide by applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- Consider business integrity as the basis of business relationships.
- Prohibit all types of bribery, corruption and money laundering.
- Forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- Respect the privacy and confidential information of employees and business partners as well as protect data and intellectual property from misuse.
- Implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

Ensuring the principles of sustainable development in our supply chain is important to us. Shark Solutions reserves the right to confirm compliance with the above stated principles, or confirmation of compliance with our suppliers that their code of conduct or company policies that embrace these standards.

Should you have any concerns regarding illegal or improper conduct, please contact [corporate@shark-solutions.com](mailto:corporate@shark-solutions.com).

For further details and information please visit: [www.shark-solutions.com](http://www.shark-solutions.com)