



SUPPLIER

CODE OF CONDUCT

3V Sigma USA
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3V Sigma USA Supplier Code of Conduct

As a prominent name in the chemical manufacturing industry, 3V Sigma USA is committed to driving innovation and delivering high-quality products that serve various sectors. Our focus is on enhancing industrial processes and contributing to technological progress while ensuring the utmost safety and reliability for businesses and communities. To uphold our esteemed reputation, 3V Sigma USA places great importance on continual innovation, exceptional customer service, and unwavering adherence to ethical standards and legal regulations.

We are devoted to safeguarding people, supporting communities, and preserving our planet to achieve a sustainable future. We expect our suppliers to share this commitment by fulfilling current needs responsibly and without jeopardizing the ability of future generations to meet theirs. The 3V Sigma USA Supplier Code of Conduct outlines our principles for all suppliers who partner with us. We mandate that all suppliers comply with these expectations throughout their business practices and supply chains, adhering to all relevant laws and regulations that reinforce this document.

Our mission is to conduct our operations transparently and in strict compliance with applicable laws, and we expect the same from our suppliers. If you encounter or become aware of any actions that breach the 3V Sigma USA Supplier Code of Conduct, please report them through the 3V Sigma USA Customer Service Line at 866.599.7896.

COMMITMENT TO ETHICAL BUSINESS PRACTICES At 3V Sigma USA, integrity and ethical conduct are the cornerstones of our operations. We pledge to uphold the highest standards of honesty, ethics, and compliance with all relevant laws and regulations in every aspect of our business. Furthermore, we require our suppliers to adhere to these same principles, ensuring a mutually respectful and legally compliant partnership.

ZERO TOLERANCE FOR BRIBERY AND CORRUPTION 3V Sigma USA enforces a strict policy against bribery and corruption, mandating that all suppliers adhere to relevant laws, including but not limited to the United States Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act of 2010. Suppliers must not engage in the offering, promising, giving, requesting, or accepting of bribes. This prohibition extends to any unlawful payments or benefits aimed at influencing business outcomes in favor of themselves or 3V Sigma USA. While the exchange of nominal, unsolicited gifts and business courtesies is permissible, such exchanges must never be intended to influence business decisions or contravene legal standards. Compliance with these principles is essential to maintaining the integrity and legality of all business dealings.

ENSURING TRANSPARENCY AND FAIRNESS To maintain transparency and fairness in our business relationships, 3V Sigma USA requires suppliers to promptly disclose any potential conflicts of interest. A conflict of interest arises when a supplier's contractual obligations or external interests could provide an unfair competitive edge or hinder impartial decision-making. Immediate disclosure of such situations ensures that all parties can address and resolve any issues, preserving the integrity and objectivity of our collaborative efforts.

UPHOLDING FAIR COMPETITION AND TRADE COMPLIANCE 3V Sigma USA mandates that all suppliers adhere to the highest standards of antitrust and competition law, fostering an environment of fair and open competition. Suppliers are required to strictly avoid the exchange of commercially sensitive information, including but not limited to pricing, strategic plans, and market analysis, to prevent any anti-competitive practices. Additionally, suppliers must comply with all relevant trade controls and adhere to laws and regulations concerning export, re-export, and import activities, as well as international sanctions. This commitment ensures that all business operations are conducted legally, ethically, and competitively.

RESPONSIBLE SOURCING OF MATERIALS 3V Sigma USA is dedicated to ethical sourcing practices and requires all suppliers to ensure that their products and materials are free from conflict minerals. These are minerals whose extraction and sale may finance armed groups and perpetuate human rights abuses in conflict regions. Suppliers must verify that metals in their supply chains do not contribute to such conflicts and must provide transparency and traceability to confirm the ethical origins of their materials. This commitment supports global efforts to promote human rights and sustainable development.

HUMAN RIGHTS, LABOR STANDARDS, AND DEI 3V Sigma USA insists on the highest standards of human rights, labor practices, and diversity, equity, and inclusion (DEI) from all suppliers. Suppliers must uphold the dignity and respect of all individuals, ensuring fair treatment and fostering inclusive environments. Compliance with local, national, and international human rights norms, including the UN Guiding Principles on Business and Human Rights, is mandatory. Suppliers should also actively promote DEI initiatives, ensuring equitable opportunities and creating a workplace free from discrimination and harassment. This commitment reflects our dedication to ethical business practices and social responsibility.

PROMOTING EQUITY AND INCLUSION IN THE WORKPLACE At 3V Sigma USA, we expect our suppliers to cultivate a workplace that is equitable, diverse, and inclusive. Suppliers must actively work to remove barriers that hinder the participation of any group and ensure that all individuals are treated with respect and dignity. Discrimination or harassment based on race, color, religion, sex, age, caste, ethnicity, national origin, genetic information, marital status, disability, medical condition, pregnancy, childbirth or related medical conditions, gender identity or expression, sexual orientation, veteran status, or any other protected category is strictly prohibited. Suppliers are required to comply with Equal Employment Opportunity and Affirmative Action regulations in the United States, or equivalent laws in other jurisdictions, ensuring fair and just treatment for all employees.

UPHOLDING LABOR RIGHTS AND HUMAN DIGNITY 3V Sigma USA is staunchly committed to eradicating child labor, compulsory labor, and all forms of exploitation from our supply chain. Suppliers are strictly prohibited from engaging in forced labor, slavery, or human trafficking in any capacity. Compliance with modern slavery laws and regulations is mandatory. Moreover, suppliers must adhere to the highest standards regarding minimum age requirements for employment. No individual shall be employed below the minimum age set forth by local laws or the International Labour Organization's Minimum Age Convention, whichever is more stringent. Additionally, all work undertaken by supplier workers must be voluntary, and employees must retain the right to terminate their employment at any time, of their own free will. This unwavering commitment reflects our dedication to upholding labor rights and ensuring the dignity and well-being of all individuals within our supply chain.

EMPOWERING WORKERS' RIGHTS AND COLLECTIVE VOICE At 3V Sigma USA, we advocate for the empowerment of workers and the protection of their rights. Suppliers are expected to create an environment conducive to fair and favorable employment conditions, fostering open communication channels, and providing mechanisms for employees to voice grievances without fear of reprisal. Furthermore, suppliers must respect and uphold the legal rights of employees to organize, unionize, and engage in collective bargaining. Retaliation against employees participating in these protected activities is strictly prohibited. By ensuring freedom of association and collective voice, we uphold the principles of fairness, equality, and dignity in the workplace, fostering a culture of mutual respect and collaboration.

FAIR COMPENSATION AND EMPLOYEE WELL-BEING Ensuring fair compensation and promoting employee well-being are paramount values at 3V Sigma USA. Suppliers are required to adhere to all local laws and regulations governing wage payments, including minimum wage standards, overtime compensation, piece rates, and other components of remuneration. Additionally, suppliers must provide legally mandated benefits to their employees where applicable, ensuring that workers receive the necessary support and protections afforded by law. By prioritizing fair compensation and employee welfare, we foster a work environment that values and respects the contributions of all individuals, promoting economic stability and social equity within our supply chain.

SUSTAINABILITY AND ENVIRONMENTAL STEWARDSHIP At 3V Sigma USA, we prioritize sustainability and environmental stewardship in all aspects of our operations. We are committed to safeguarding the health and safety of our employees, contractors, and partners while also minimizing our environmental impact. In addition to maintaining a robust health and safety management system, we continuously strive for improvement in our environmental performance. Our business practices are guided by a deep commitment to sustainability, considering the long-term implications of our actions on the health of the planet. Through responsible resource management, waste reduction, and the adoption of eco-friendly practices, we aim to operate in harmony with the environment, making sustainability a fundamental priority in all our endeavors. This holistic approach reflects our dedication to creating a better, greener future for generations to come.

ENSURING WORKPLACE SAFETY AND HEALTH 3V Sigma USA prioritizes the safety and well-being of all individuals within our supply chain. Suppliers are expected to fully comply with all relevant safety and health laws and regulations, ensuring the provision of safe working conditions for employees and contractors. In addition to legal requirements, suppliers must implement comprehensive procedures and controls to mitigate risks and maintain a safe workplace environment. This includes the establishment of documented health and safety policies, covering aspects such as the provision of appropriate personal protective equipment (which should be provided or financed by the supplier), as well as the development of emergency response plans tailored to the specific needs of the workplace. These plans and procedures must be readily accessible and available in the primary language of all employees, facilitating clear communication and understanding across the workforce. By prioritizing occupational health and safety, we create an environment where all individuals can thrive, free from unnecessary risks and hazards.

ENSURING PRODUCT INTEGRITY AND SAFETY COMPLIANCE At 3V Sigma USA, product integrity and safety are paramount considerations in our supply chain. Suppliers are expected to strictly adhere to all product safety regulations and labeling guidelines applicable to their offerings. Moreover, suppliers must prioritize clear communication of product handling instructions and requirements to ensure safe usage. This includes providing comprehensive safety information for any hazardous substances present in their products, as required by regulations. This information should be readily accessible to consumers and end-users, including through product information sheets and safety data sheets. By upholding rigorous product safety standards and facilitating transparent communication, we prioritize the well-being and satisfaction of our customers while promoting responsible and ethical business practices throughout our supply chain.

ENVIRONMENTAL COMPLIANCE AND REGULATORY TRANSPARENCY At 3V Sigma USA, we are committed to environmental stewardship and regulatory compliance. Suppliers are expected to obtain and maintain all necessary environmental permits and registrations in accordance with local laws and regulations. In addition to securing required permits, suppliers must also ensure that these permits remain current and up-to-date. Compliance with environmental regulations is essential for minimizing our ecological footprint and preserving the health of our planet. By upholding stringent environmental standards and transparently adhering to regulatory requirements, we demonstrate our commitment to sustainable practices and responsible corporate citizenship.

SUSTAINABLE PRACTICES AND ENVIRONMENTAL CONSERVATION 3V Sigma USA is dedicated to promoting sustainable practices and minimizing our environmental footprint. Suppliers are expected to implement effective pollution prevention measures to regulate emissions and minimize harmful discharges. Moreover, suppliers must actively monitor and manage their use of natural resources, including water, fossil fuels, and minerals. It is imperative that suppliers consider and adopt practices aimed at reducing the environmental impact of the products they provide to us. By prioritizing pollution prevention, resource efficiency, and sustainable production methods, we collectively contribute to environmental conservation efforts and work towards a greener, more sustainable future for generations to come.

RESILIENCE AND RISK MANAGEMENT At 3V Sigma USA, we prioritize resilience and risk management in our business operations. Suppliers are expected to develop and maintain comprehensive business continuity plans to ensure the continuity of operations that support our business. These plans should encompass various aspects, including disaster recovery, crisis management, and preventative measures aimed at avoiding and mitigating risks associated with operational disruptions. By proactively addressing potential challenges and implementing robust contingency measures, suppliers can enhance their resilience and minimize the impact of disruptions on our business. Together, we strive to foster a culture of preparedness and adaptability, ensuring that our operations remain agile and resilient in the face of unforeseen events.

DATA PROTECTION AND CONFIDENTIALITY COMPLIANCE At 3V Sigma USA, we prioritize the protection of sensitive information and expect our suppliers to uphold the highest standards of data security and confidentiality. Suppliers are required to implement measures to safeguard any data shared with them, ensuring the protection of 3V Sigma USA's confidential and proprietary information. Compliance with all relevant data security and data protection laws is mandatory. In the event of a data security breach, suppliers must promptly report the incident to 3V Sigma USA within the timeframe specified in their contract, or within 24 hours if no specific period is stipulated. By maintaining strict adherence to data protection regulations and promptly addressing any security incidents, we collectively work to safeguard sensitive information and uphold the trust placed in us by our partners and stakeholders.

PROTECTION OF INTELLECTUAL PROPERTY AND CONFIDENTIAL DATA

Safeguarding intellectual property and confidential data is paramount at 3V Sigma USA, and we expect our suppliers to uphold the highest standards in this regard. Suppliers must take appropriate measures to protect 3V Sigma USA's confidential information, encompassing a wide range of sensitive data, including but not limited to strategic plans, financial records, technical information, and employee data, as well as intellectual property such as patents and trademarks. By ensuring the confidentiality and integrity of this information, suppliers demonstrate their commitment to maintaining trust and fostering a secure business environment.

COMMITMENT TO QUALITY Suppliers will consistently provide 3V Sigma USA with high-quality products that meet all applicable quality standards. Suppliers are required to implement and adhere to an effective Quality Management System. Upon request, suppliers will be required to complete a self-assessment questionnaire of the Quality Management System. Suppliers must provide notice to 3V Sigma USA and seek written consent to any proposed change in raw materials, manufacturing processes, material packaging, test methods, or location of manufacture in advance of proposed implementation.

Supplier Code of Conduct Acknowledgement:

3V Sigma USA is dedicated to ethical business practices and strict compliance with applicable laws. We expect all third-party suppliers to adhere to these high standards and ensure that their operations and supply chain activities align with our 3V Sigma USA Supplier Code of Conduct.

On behalf of _____ (the company) we acknowledge having read, understood, and agreed to comply with the 3V Sigma USA Supplier Code of Conduct. We commit to ensuring that all related operations are in full compliance with the outlined expectations and all relevant laws and regulations. Failure to comply may result in the termination of the business relationship and potential legal consequences.

Signature: _____

Name: (Print) _____

Title: _____

Email Address: _____

Date: _____

