



## **Ascend Performance Materials Supplier Corporate Social Responsibility (CSR) Code of Conduct**

In recent years, there has been a rapidly increasing adoption of the United Nations Sustainable Development Goals (SDGs), as well as environmental, social, and governance (ESG) initiatives, in the business community. Ascend Performance Materials recognizes the value in these efforts and is committed to operating our business in a socially responsible and sustainable manner. Ascend is focused both inwardly and outwardly with respect to our operations and is acutely aware that sustainable and socially responsible operation requires a sustainable and socially responsible supply chain. Our aim is to build such a supply chain, in collaboration with our suppliers, so that we all may be successful well into the future.

In order that we realize this goal, Ascend Performance Materials expects its suppliers to implement and abide by the following principles:

### **Compliance to International Standards**

To ensure compliance with applicable laws and regulations of relevant countries, fair transactions in accordance with international rules and practice, and corruption prevention.

### **Respect for Human Rights**

To strive not to infringe on human rights in our business activities, nor to contribute to human rights infringements by others through our supply chains.

#### **Forced Labor**

Not to tolerate forced labor or any forms of modern slavery, including bonded labor or human trafficking.

#### **Child Labor**

Not to tolerate child labor and to comply with the minimum working age stipulated by the law. Not to hire individuals that are under the age of 18 for roles requiring hazardous work.

#### **Discrimination**

To prohibit any form of discrimination in employment.

#### **Harassment and Inhumane Treatment**

Not to tolerate any form of harassment, irrespective of whether it is physical or mental harassment.

#### **Freedom of Association and Right to Collective Bargaining**

To respect the rights of employees to associate freely and bargain collectively in labor-management relations.

#### **Working Hours and Wages**

To properly manage employees' working hours, holidays, leaves of absence, and wages in accordance with applicable laws and regulations.

#### **Occupational Health and Safety**

To secure the health and safety of employees in the work environment.

#### **Community impact**

To conduct human rights impact assessments, covering issues such as prevention of pollution and water stress, for prevention of adverse impacts on the safety and health of local communities. To implement necessary measures in line with international standards to avoid risks and mitigate negative impacts.

**Reduction of Environmental Burden**

To reduce the burden on the environment through the efficient utilization of resources, energy, and water, as well as the reduction, reuse, and recycling of waste, including harmful substances, and its proper disposal. To give careful consideration to environmental impacts to the extent technologically and economically feasible, not only in the prevention of pollution, but also on such issues as climate change and the conservation of biological diversity.

**Safety and Security of Products and Services**

To ensure safety and security of products and services.

**Information Disclosure**

To properly disclose to Ascend requested information related to compliance with the above principles in a timely manner.

Where violations of this policy involving Ascend Performance Materials business transactions, including activities in its supply chain, are identified, Ascend Performance Materials will work to address such violations through appropriate actions.