

Kronospan Supplier Code of Conduct

Kronospan is a sustainable and global organization that expects its suppliers' to comply with applicable laws and regulations. In particular, we expect compliance with the following:

1. Behavior in the business environment

Kronospan expects its suppliers to behave fairly and with integrity. In particular Kronospan expects its suppliers to comply with competition laws, not to tolerate corruption and not to participate in money laundering activities.

2. Behavior towards employees

Kronospan expects its suppliers to apply applicable labor rights to their employees. In particular Kronospan expects that no child labor, discrimination or forced labor is allowed. Kronospan expects its suppliers to comply with applicable laws in terms of working hours and remuneration of their employees.

3. Health and Safety

Kronospan expects its suppliers to comply with applicable laws on health and safety at work and maintain an adequate health and safety management system.

4. Environmental protection

Kronospan expects its suppliers to comply with applicable environmental laws, regulations and standards and maintain an adequate environmental management system.

5. Relations with subcontractors

Kronospan expects its suppliers to consider all principles and requirements described herein during their own selection of subcontractors and suppliers.

6. Compliance with the Kronospan Supplier Code of Conduct

Kronospan will periodically verify compliance with this Supplier Code of Conduct through audits. Any breach of Kronospan's principles and requirements mentioned in this Supplier Code of Conduct will be regarded as an extremely serious matter. Where a violation is suspected, Kronospan reserves the right to obtain information regarding all relevant facts. Furthermore Kronospan reserves the right to terminate without notice the contractual relationship with a supplier that does not demonstrably meet Kronospan's Supplier Code of Conduct requirements.

Acknowledged and accepted:

Place, Date

Supplier's signature