



SUPPLIER CODE OF CONDUCT

INTRODUCTION

Ontex is a leading international personal hygiene group. We engineer and make high quality products for Baby Care, Feminine Care and Adult Care and are the partner of choice for consumers, retailers, and institutional and private healthcare providers around the world.

We are committed to conduct business with integrity, respect for human rights and the environment. We strive for sustainable growth.



Ontex

SCOPE



Ontex fully supports international conventions such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines, UN Global Compact and International Labour Organization (ILO) Conventions and Recommendations relevant to improve working conditions in the supply chain.

We expect our business partners to **share the environmental, social and governance requirements which are expressed in this Supplier Code of Conduct** and to replicate these standards further down the supply chain. If a business partner is in breach of these principles and cannot agree on an improvement plan or does not implement it, Ontex reserves the right to redetermine the continuation of the commercial relationship.

This supplier code of conduct is applicable to all our business partners, excluding our raw material & packaging business partners.

BUSINESS ETHICS



ANTI-BRIBERY & CORRUPTION

Our business partners will fully comply with all anti-bribery laws in place. They will not engage in illegal or unethical practices and will not accept business if it requires giving or receiving a bribe or accepting any other form of extortion or corruption. Our business partners will put the appropriate procedures in place to avoid corruption at all times.

CONFLICTS OF INTEREST

Our business partners will avoid any situation where a conflict or the appearance of a conflict of interest may occur. They will disclose any conflict of interest to let us take the appropriate action.

ECONOMIC SANCTIONS

Our suppliers will not engage in any business or make any investments for the benefit of any supplier, customer or other business partner who is established in or has a link with an economic sanctioned country, entity or individual.

FAIR COMPETITION

Our business partners will conduct their business in line with the principle of fair competition and will comply with all antitrust and competition laws applicable to their business.

ANTI-MONEY LAUNDERING

Our business partners will fully comply with all applicable laws, rules and regulations concerning the prevention of money laundering. They will have no connection with organized crime or the financing of terrorism.

BUSINESS ETHICS

GIFTS AND HOSPITALITY

Our business partners will ensure that the gifts and hospitality given to/ received from our employees are not excessive and are entirely for the purpose of building solid and trustful business relationships. Our employees will only accept gifts and hospitality from business partners in line with our Code of Ethics. Our business partners ensure that business decisions must be made on their merits and must not be inappropriately influenced.

INSIDER DEALING

Our business partners will be compliant with all laws regarding insider trading. No confidential information which relates to or concerns Ontex in the supplier's possession will be used to either engage in or support insider trading.

INTELLECTUAL PROPERTY, PROPRIETARY INFORMATION, AND PERSONAL DATA AND PRIVACY

Our business partners will respect the intellectual property rights of Ontex and of other third parties. They will ensure that all confidential, competitively sensitive and/or proprietary information about Ontex or other third parties is properly protected. Our business partners will also respect the privacy of all individuals and the confidentiality of the personal data they hold about them. They will comply with all applicable laws regarding the collection, use and disclosure of personal data.

COMPLIANCE WITH LAWS AND REGULATIONS

Our business partners will comply with applicable international and national laws and regulations. Ontex's requirements may however at times exceed the requirements set out in international and national laws and regulations, in which case our business partners will comply with Ontex's requirements.

INFORMATION SECURITY

Our business partners will ensure that all proprietary information of their customers and other third parties is properly protected from all threats, whether internal or external, deliberate or accidental. Our business partners will ensure business continuity and minimize business damage by preventing and minimizing the impact of security incidents.



HUMAN RIGHTS



- Business partners shall protect the human rights of their employees and treat them with dignity and respect.
- Ontex does not use child or forced labour in any of our facilities, and we expect business partners to uphold the same standards.
- We expect business partners to conduct their business without unacceptable worker treatment such as harassment, discrimination, physical or mental punishment, or other forms of abuse.
- At a minimum, we expect our business partners to comply with all applicable wage and hour laws, and rules and regulations, including minimum wage, overtime and maximum hours.
- We expect our business partners to provide a safe work environment, to prevent accidents and injury, and to minimize exposure to health risks.

ENVIRONMENT

We seek to do business with business partners **who share our concerns for and commitment to preserving the environment.** At a minimum, business partners must meet all current, applicable environmental rules, regulations and laws in their countries.



REPORTING CONCERNS



Business partners must inform Ontex of any concerns or allegations regarding the principles of this Code against their organisation or supply chain as soon as they are made aware.

If you as a business partner are aware of a violation or potential violation of our Supplier Code of Conduct, our policies or the law, please raise your concern via our [Speak Up webportal](#)

In case of questions concerning our Supplier Code of Conduct, please get in touch with sustainability@ontexglobal.com or elise.barbe@ontexglobal.com