

Code of Conduct for Suppliers



Sustainable development implies acting in a way where the needs of the present are met without compromising the future generations, guaranteeing the balance between economic growth, caring for the environment and social well-being. At Bondalti, we have put our focus on integrating this concept into our purpose, adapting our strategy and operations to the needs of current and future societies.

Bondalti's mission is to create an innovative and sustainable chemistry, aiming to be a renowned chemical partner on the global market, known for long-lasting relationships, based on its range of high-quality innovative solutions, ensuring superior safety and environmental standards and creating value for employees, shareholders, clients, suppliers and the community.

Bondalti's values guide our daily activity, assuring a culture of innovation, the highest responsibility with environment protection, and focusing on people's safety and development as essential bases to our growth and employee satisfaction.



Innovation

On a par with continuous improvement, Bondalti seeks disruptive approaches to the sectors where it operates



Competence

With over one hundred years of industrial history and experience Bondalti has gathered a highly competent team in the fields of management, operation, maintenance, construction and revamping of industrial units



Human development

Bondalti invests in people as a pillar for competitiveness and performance



Responsible care

At Bondalti, endeavouring to maintain high quality, safety and environmental protection standards is a daily job, viewing to add value to surrounding communities

Pursuing the sustainability path, at Bondalti, we support and enforce various environmental, social and governance (ESG) guidelines, which are based on: (i) global chemical industry's Responsible Care initiative, (ii) the United Nation's Sustainable Development Goals and (iii) the Charter of Principals of the Business Council for Sustainable Development (BCSD) Portugal, being the latter inspired by the 10 principles of the UN Global Compact, the Universal Declaration of Human Rights and the Fundamental Principles and Rights at Work of the International Labor Organization.

Bondalti expects its suppliers to acknowledge and act accordingly with the contents of this Code, and to comply with its contractual obligations and Bondalti's General Conditions of Purchase.

Bondalti reserves the right to audit suppliers' compliance with this Code of Conduct and, in case of non-compliance, to discontinue the business relationship.

Environment, Health and Safety

- Suppliers must comply with all applicable environmental, health and safety legislation of the geographies where they operate.
- Suppliers must safeguard the health and safety of their employees and local community, as well as the general public, implementing all protective measures that are necessary to mitigate the hazards posed by their processes, products or services.
- Suppliers must disclose health and safety information of their products and services, guaranteeing that all risks and emergency contingencies are considered.
- Suppliers need to ensure that product quality and safety meet the best specifications by implementing effective management systems.
- Suppliers must promote continuous improvement in their processes, products and services, by identifying, monitoring and mitigating all the environmental risks and impacts connected with their activities.
- Suppliers shall employ the use of clean and innovative sustainable technologies, which aim at reducing the use of natural resources, waste and pollution footprint, and promote climate change mitigation.
- Suppliers shall make the best efficient use of natural resources, such as water, energy sources and raw materials.
- Suppliers ought to implement the best practices within the production, storage, transportation, use and disposal of their products.
- Suppliers shall promote circular economy solutions for their by-products, waste and wastewater discharges.
- Suppliers detrimental effect on ecosystems and biodiversity should be minimized.
- Along their supply chains, suppliers shall work with their stakeholders in order to improve health and safety practices and to minimize environmental impacts.

Human Rights and Labour

- Suppliers must support the defence of globally recognized human rights, as well as the fight against child labour and forced labour.
- Suppliers shall commit to an open and constructive dialogue with their employees, as to respect the right of freedom of association and to collective bargaining, in compliance with applicable laws.
- Suppliers must treat their employees with dignity and provide a work environment free of violence, bullying, cruel and inhumane treatment, psychological or physical aggression, moral or sexual harassment, threats or discrimination of any sort.
- Suppliers ought to encourage equal opportunities and equal treatment to all employees, reprobating any kind of discrimination, namely based on age, ethnic or social origin, place of birth, nationality, gender, marital status, sexual orientation, political, philosophical, religious or beliefs options and opinions, party or union affiliation, health, disability or otherwise.
- Suppliers must offer their employees fair working conditions, remuneration and benefits, and foster a healthy balance between professional, familiar and personal life.
- Suppliers must ensure that in their value chain they are not linked, directly or indirectly, to financing practices involving violation of human rights.

Ethics and Governance

- Suppliers shall implement management systems to facilitate compliance with all applicable laws, regulations and standards and to promote continuous improvement.
- Suppliers must recognise business integrity and ethical behaviour as core values that guide their business activities.
- Suppliers must not source metals derived from minerals originated from conflict regions, ensuring that they are not financing or benefiting armed groups, either directly or indirectly.
- Suppliers must not tolerate any practice involving corruption, bribery, extortion, embezzlement, money laundering or other unethical behaviour, thus promoting fair competition in business.
- Suppliers must not offer Bondalti employees' gifts or any other kind of personal offering in trade for any business benefit or advantage.

- Suppliers ought to safeguard the confidentiality of all business information, the privacy of employees and business associates, as well as the protection of the intellectual property of their business partners.
- Suppliers must provide employees and other stakeholders the means to report complaints or potentially illegal practices in the workplace, ensuring the necessary confidentiality.
- Suppliers are encouraged to communicate on a transparent basis their economic, social, environmental, ethical and management performance.

Any doubt or concern about Bondalti's Code of Conduct for Suppliers should be addressed to the following email:

Purchasing@Bondalti.com