



KRONUS SUPPLIER CODE OF CONDUCT

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1. INTRODUCTION	3
2. BUSINESS ETHICS AND GOVERNANCE	4
3. HUMAN RIGHTS, LABOUR, AND HEALTH & SAFETY	5
4. ENVIRONMENTAL RESPONSIBILITY	6
5. PRODUCT COMPLIANCE AND SAFETY	7
6. RESPONSIBLE SUPPLY CHAIN	7
7. ESG AND CONTINUOUS IMPROVEMENT	8
8. COMPLIANCE DECLARATION	9

1. INTRODUCTION



This Supplier Code of Conduct (“Code”) defines the minimum standards and requirements applicable to all suppliers, subcontractors, and business partners (“Suppliers”) of KRONUS.

KRONUS is committed to conducting business responsibly, ethically, and sustainably and expects the same commitment throughout its supply chain.

This Code is based on internationally recognized principles and standards, including:

- United Nations Global Compact (UNGC)
- ILO Core Labour Standards
- OECD Guidelines for Multinational Enterprises
- UN Sustainable Development Goals (SDGs)

Suppliers shall comply with all applicable laws and regulations, as well as the principles and requirements set forth in this Code.

Suppliers shall maintain appropriate policies, procedures, controls, and records demonstrating compliance and shall provide evidence upon request.



2. BUSINESS ETHICS AND GOVERNANCE



Suppliers shall conduct business ethically, transparently, and responsibly.

Suppliers must:

- prohibit corruption, bribery, extortion, and fraud;
- avoid conflicts of interest;
- comply with applicable competition and antitrust laws;
- ensure accurate business records and transparent reporting;
- protect confidential information and personal data in accordance with GDPR and applicable laws;
- provide appropriate mechanisms for confidential reporting of misconduct, unethical behavior, or legal violations without fear of retaliation.

Suppliers shall comply with all applicable export control laws, trade restrictions, and economic sanctions regulations.

KRONUS does not engage in business with sanctioned parties and expects Suppliers to implement appropriate compliance controls and due diligence measures.

Suppliers shall maintain relevant compliance records and documentation for an appropriate retention period.



3. HUMAN RIGHTS, LABOUR, AND HEALTH & SAFETY



Suppliers shall respect internationally recognized human rights and provide fair, safe, and inclusive working conditions.

Suppliers must:



Prohibit child labour, forced labour, and human trafficking



Prohibit discrimination and harassment



Respect freedom of association and collective bargaining rights



Provide fair wages and legally compliant working hours



Ensure safe and healthy working conditions



Provide appropriate health and safety training and protective equipment where required

Suppliers shall maintain working environments based on dignity, respect, and equal treatment.

4. ENVIRONMENTAL RESPONSIBILITY



Suppliers shall comply with applicable environmental laws and work to minimize environmental impacts.

Suppliers are expected to:

- reduce emissions, pollution, and waste;
- improve energy and resource efficiency;
- manage chemicals and hazardous substances responsibly;
- support recycling and responsible waste management;
- monitor and, where feasible, reduce greenhouse gas emissions and support continuous improvement of environmental performance.

Suppliers shall ensure responsible sourcing and traceability of raw materials.

Biodiversity Protection and Responsible Forestry

KRONUS recognizes the importance of protecting biodiversity, ecosystems, and wildlife within its supply chain.

Suppliers shall:

- ensure that wood and raw materials originate from legally harvested and responsibly managed sources;
- avoid sourcing from illegal logging or protected areas;
- minimize negative impacts on ecosystems, biodiversity, and forests;
- support traceability and transparency throughout the supply chain.

KRONUS prioritizes sourcing of wood and forest-based materials from legally harvested and responsibly managed sources, including materials certified under internationally recognized forest management and chain of custody certification schemes, where applicable.

Suppliers are expected to ensure that equivalent standards are applied throughout their own supply chain and by subcontractors.

5. PRODUCT COMPLIANCE AND SAFETY



Suppliers shall ensure that products and materials supplied to KRONUS comply with applicable legal, environmental, safety, and quality requirements.

Depending on the product category, Suppliers may be required to provide:

- REACH / SVHC declarations;
- CMR declarations;
- SDS (Safety Data Sheets);
- Certificates demonstrating certification of materials or supply chain, where applicable
- EUDR / EUTR documentation;
- VOC / CLP declarations;
- material certificates;
- technical datasheets;
- testing reports or other compliance documentation.

Suppliers shall provide accurate and complete compliance information upon request.

6. RESPONSIBLE SUPPLY CHAIN

Suppliers shall communicate and apply the principles of this Code throughout their own supply chain and subcontractor network.

KRONUS applies a risk-based supplier management approach, which may include:

- supplier self-assessment questionnaires (SAQ);
- document and certification reviews;
- ESG and compliance evaluations;
- supplier risk scoring;
- audits and corrective action plans.

High-risk suppliers may be subject to enhanced due diligence and monitoring. Requirements shall be applied proportionately to the nature, size, and risk profile of the Supplier. KRONUS reserves the right to request supporting documentation, conduct audits, require corrective actions, or terminate cooperation in cases of significant non-compliance.

7. ESG AND CONTINUOUS IMPROVEMENT



KRONUS encourages Suppliers to integrate Environmental, Social, and Governance (ESG) principles into their operations and decision-making processes.

Suppliers are encouraged to:

- establish sustainability objectives and improvement actions;
- monitor relevant ESG risks and impacts;
- improve transparency and governance practices;
- support employee wellbeing and engagement;
- promote continuous improvement throughout their operations and supply chain.

KRONUS encourages Suppliers to continuously improve ESG and compliance performance over time.



8. COMPLIANCE DECLARATION



By signing this Supplier Code of Conduct, the Supplier confirms that it:

- has reviewed and understood this Code;
- agrees to comply with the principles and requirements described herein;
- will communicate and apply these principles within its organization and supply chain.

Supplier Name:

Authorized Representative:

Position:

Date:

Signature
