



Supplier Code of Conduct

Introduction

Ampacet Corporation advances the future of plastics by bringing forward-thinking solutions to our customers that increase product performance, durability and sustainability. We are committed to achieving sustained growth and profitability by designing innovative, cost-effective and sustainable solutions to enhance plastics' visual appeal, functionality and performance beyond limits. We are committed to our core values of safety & sustainability, diversity, accountability and innovation. We are committed to exhibiting the highest standards of ethical behavior and business integrity in all that we do.

At Ampacet, we take these commitments seriously and expect the same from those with whom we do business.

Purpose

We strive to develop long-lasting, trusting and mutually beneficial relationships with our raw material suppliers, service providers, contractors, business partners and consultants (collectively, "Suppliers") who share our strong values and demonstrate the same commitment to operating responsibly and ethically across all facets of business. Ampacet expects Suppliers to comply with all applicable legal requirements and act in a manner that is consistent with our core values and the principles outlined in this Supplier Code of Conduct (this "Code") and with our Global Code of Conduct (see "References" section below) and other policies as may be adopted or amended from time to time (together, "Ampacet Policies") which are incorporated by this reference.

This Code articulates Ampacet's expectations and requirements relating to the conduct of Suppliers. Ampacet expects that Suppliers, at all times, will satisfy their contractual requirements, comply with applicable laws and regulations, comply with Ampacet Policies and will act consistently with the principles and values set forth herein in fulfilling their responsibilities towards Ampacet and its stakeholders, their employees, communities, and the environment. Suppliers are responsible for ensuring its subcontractor's compliance with this Code.

Upon our request, Suppliers must confirm compliance with this Code or equivalent policies of their own.

Integrity and Legal Compliance

Ampacet expects its Suppliers to follow the highest ethical standards and complies with all applicable laws and regulations in the countries where we do business.

Suppliers and other participants in our supply chain are expected to:

- Comply with all applicable laws and regulations in the countries in which we operate, including but not limited to relevant laws and regulations on sanctions, export controls, reporting obligations, privacy, data protection, insider trading, anti-corruption, anti-bribery, antitrust, human rights,

health and safety, labor, and environmental protection. Suppliers are expected to conduct appropriate due diligence on third parties and may not engage in business dealings or facilitate business dealings by third parties involving countries, entities, or individuals subject to any applicable sanctions regime.

- Adhere to a zero tolerance to all forms of bribery, corruption, fraud, money laundering, extortion and embezzlement. This includes giving or receiving anything of value (including but not limited to money, gifts, or unlawful incentives aimed at improperly influencing dealings or negotiations with government officials or other third parties). Suppliers will implement monitoring, record keeping, and enforcement procedures to comply with all applicable laws and regulations relating to the foregoing.
- Declare to us any conflict of interest in business dealings. Any ownership or beneficial interest in a business owned by a government official or representative of a political party must also be declared.
- Uphold the highest standard of integrity in all of Supplier's operations. Supplier must utilize competitive information obtained only through legitimate means and for legitimate purposes in compliance with all applicable laws and regulations. No attempt may be made at any time to divulge information about competitors that is commercially sensitive or confidential, and not in the public domain.
- Develop and implement appropriate internal management systems to comply with the requirements of this Code. Suppliers must ensure all business and commercial dealings are transparently performed and accurately recorded in their books and records. Suppliers should assess their internal management systems periodically and take swift action to correct any deficiencies.
- Always respect the intellectual property rights of others and always safeguard confidential information, know-how and intellectual property. All information provided through our relationships that is not in the public domain is deemed confidential and is only to be used for its intended and designated purpose. All and any personal information about individuals, including without limitation suppliers, customers, employees, contractors and other third parties, must be handled with full respect for the protection of their privacy and in compliance with all applicable privacy and information security laws and regulations.
- Store and deliver products and services to meet specifications and quality and safety criteria specified in the relevant contract or product documents and in compliance with all applicable laws and regulations to ensure they are safe for their intended use.
- Ensure that no prohibited materials are present or used in its products or supply chain.
- Ensure that no counterfeit materials are present or used in its products or supply chain.
- Have a process in place to perform due diligence on the source and chain of custody of products and materials in their supply chain and to make their due diligence process available to Ampacet upon request.
- Have a process in place to monitor, identify and control legal and business risks associated with the Supplier's business and operations. Suppliers should also monitor and enforce the standards set forth in this Code in their dealings with sub-contractors and other suppliers in the supply chain and provide evidence of same to Ampacet upon request.

- Have a program in place to regularly train their employees and managers to comply with the topics referenced in this Code or their own equivalent policies, and to meet all applicable legal and regulatory requirements.
- Implement a grievance mechanism for employees and other workers to report any concerns or misconduct to Supplier without fear of retaliation. Supplier will promptly investigate and take corrective action, if needed.
- Suppliers will require that these expectations be implemented throughout their own supply chains.

Human Rights and Labor Standards

Ampacet is committed to prioritizing the safety, well-being and dignity of all individuals who make our company a success. We are committed to the safeguarding of human rights in all the countries in which we operate. Suppliers shall uphold the highest human rights and labor standards.

Suppliers and other participants in our supply chain are expected to:

- Adopt and adhere to the legal and contractual rights of employees, both permanent and casual.
- Provide their employees with a total compensation package that includes wages, overtime pay, benefits and paid leave which meets or exceeds the legal minimum standards or appropriate prevailing industry standards, whichever is higher, and compensation terms established by legally binding collective bargaining agreements are implemented and adhered to.
- Comply with all applicable wage laws, including minimum wage, working hour limits, overtime hours, and legally mandated benefits.
- Keep accurate and complete records of worker hours and wage documentation in accordance with applicable law.
- Treat all employees with respect and dignity. No employee may be subject to any physical, sexual, psychological, verbal harassment, violence, abuse or other form of intimidation. There shall be no discrimination in employment, including hiring, compensation, advancement, discipline, access to training, termination or retirement. Discrimination, based on race, age, role, gender, gender identity, gender expression, color, ethnicity or national origin, religion, country of origin, sexual orientation, marital status, pregnancy, dependents, disability, social class, protected genetic information, veteran status, union membership or political views or political affiliation or any other basis protected by law is prohibited.
- Not use any form of forced or involuntary labor, whether in the form of slave labor, forced prisoner, indentured labor, bonded labor or other forms. Directly or indirectly engaging in mental or physical coercion, slavery or human trafficking is prohibited through the entire supply chain. Workers must be free to terminate their employment. All workers have the right to engage in work willingly and have full freedom of movement, without surrendering travel documents and without the payment of fees for their employment.
- Not use child labor. Suppliers must ensure their workers are at least the minimum age for work and over the age for completing compulsory education and must implement an appropriate mechanism to verify that all workers are of legal age under applicable law (both local and international). Supplier will provide Ampacet with such verification upon request. When young employees are employed they must not do work that is mentally, physically, socially or morally

dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school.

- Promote a healthy and safe workplace that aims to prevent accidents and injury arising out of, or occurring during work or as a result of the employer's operations.
- Operate in an environment whereby the legal rights of employees to freedom of association and collective bargaining are recognized and respected. Employees must not be intimidated or harassed in the exercise of their legal right to join or refrain from joining any organization. Suppliers shall not discipline or discriminate against workers who peacefully and lawfully associate, organize, or collectively bargain.
- Respect the rights and title to property and land of the individual, indigenous people and local communities. All negotiations regarding their property or land, including the use of and transfers of it, must adhere to the principles of free, prior and informed consent, contract transparency and disclosure.
- Suppliers will require that these expectations be implemented throughout their own supply chains.

Health, Safety and Environmental Care

Ampacet is dedicated to being a leader in health and safety. We consider the safety and health of everyone at Ampacet a priority, as well as the users of our products. We assume this responsibility by creating a safe work environment and programs that ensure the safe handling and use of our products. We act responsibly to protect our employees, our communities and preserve our environment. We continue to look for innovative ways to minimize the environmental impact of our processes and products.

Suppliers and other participants in our supply chain are expected to:

- Comply with all applicable health, safety and environmental laws, regulations, and with Ampacet Policies.
- Provide and maintain a safe work environment by minimizing physical and chemical hazards through proper design, engineering and administrative controls, preventative maintenance, and safe work procedures (including lockout/tag out).
- Have procedures in place for handling emergencies (e.g. fire, spills, floods, and natural disasters) in compliance with applicable law, and provide emergency preparedness training to workers.
- Provide workers with appropriate personal protective equipment when needed, as well as instructions on its proper use.
- Have a process in place to manage and ensure compliance with all health, safety and environmental laws and regulations, including appropriate policies and standards in place, as well as regular employee training on those policies and standards.
- Have procedures in place that allow workers to report health and safety incidents and near-misses, as well as a system to investigate, classify, track, and manage such report. Workers shall not be retaliated against for reporting or raising health and safety concerns.
- Take remediation and corrective action to address and remedy any safety, health or environmental issues.

- Promote responsible and sustainable business operations by integrating the highest standards of safety and environmental stewardship into every aspect of your operation.
- Prohibit or refuse work that poses a threat to health, safety, or the environment.
- Commit to continuous improvement of occupational health, safety and environmental protection.
- Suppliers will require that these expectations be implemented throughout their own supply chains.

Sustainability

Ampacet's commitment to sustainability begins with our R³ (Reduce, Reuse, Recycle) Sustainable Solutions. We partner with key customers and brand owners to develop sustainable projects, from offering the ideal masterbatch solutions to providing added services. Ensuring the principles sustainable development in our supply chain is important to us.

Suppliers and other participants in our supply chain are expected to:

- Recognize their responsibility to continually improve their environmental footprint.
- Promote sustainability initiatives such as energy and water conservation, pollution prevention, waste reduction as well as emissions to air, water and soil.
- Encourage their employees to support sustainability efforts in their communities and promote the education of sustainability strategies and solutions.

Supply Chain Compliance

Ampacet is committed to maintaining long term relationships with our Suppliers that share our values and the principles outlined in this Code. We expect our Suppliers to be in compliance with this Code and reserve the right to validate compliance in the form of questionnaires, risk assessments or audits. If deviations or non-compliance is discovered, Ampacet expects that Suppliers will take remedial action within a reasonable time frame. Ampacet reserves the right to discontinue any business relationship in the event of non-compliance with this Code or other Ampacet Policies.

We reserve the right to update this Code from time to time. Any questions concerning this Code or to report suspected violations of law or behavior inconsistent with this Code, please contact Ampacet's Chief Compliance Officer or Executive Director Human Resources at ampacet.compliance@ampacet.com or by telephone (914) 631-6600 or by mail at Ampacet Corporation, 660 White Plains Road, Tarrytown, NY 10591.

References:

Ampacet Global Code of Conduct

Ampacet Global Anti-Corruption Policy

(Please contact an Ampacet representative for further information on the above references.)