ETHICAL CODE
FOR SUPPLIERS AND CLIENTS:

Introduction

As an integral part of Cromogenia Units supply chain, Suppliers and Clients are considered to be an asset of the Company's own business. That is why Cromogenia Units spreads awareness of its Ethical Code among its Suppliers and Clients, urging them to adopt behaviors that are consistent with the Code.

Cromogenia Units expects its Suppliers to adhere to the principles set out in the Code, as this is an important part of their approval and performance assessment processes.

Cromogenia Units also expects its Clients to consider these efforts as an added value to its business practices.

Behavior Guidelines under Cromogenia Units Ethical Code

Ethical Behaviors and Action against Bribery and Corruption

Suppliers/Clients will not be involved in or tolerate any form of corruption, extortion or misappropriation. Suppliers/Clients will not offer or accept any bribes or other illegal incentives. Suppliers/Clients will conduct themselves with honesty and integrity in all business contacts and interactions with public or private entities in any country in which they may operate.

Suppliers/Clients will ensure that their employees are able to report any potentially illegal matters or activities within their line of work, protecting their confidentiality.

Human Rights

Suppliers/Clients will protect the human rights of their employees and treat them with dignity and respect. This includes, without limitation:

Providing employees with a working environment where there is no room for forced labor, violent treatment, corporal punishment, physical or mental coercion, verbal abuse, threats or sexual harassment or abuse of any kind.

Treating employees with dignity, avoiding all manner of discrimination on the grounds of race, color, religion, political considerations, nationality, language, sex, marital status, age or disability.

Rejecting the use of child labor, respecting the minimum working age under the local regulations of application, and verifying the age of hires.

Respecting the right to peaceful association and collective bargaining of workers.

Respecting working hours as established in the existing laws, and the applicable wage and salary regulations.

Health and Safety, Quality and the Environment

Suppliers/Clients must ensure a safe working environment for their employees, by fulfilling all requirements related to the prevention of occupational risks; and ensure that workers are not overexposed to physical, chemical and biological hazards, or overexert themselves at the workplace.

Suppliers/Clients will carry out all required inspections, implement preventive measures and provide individual protection equipment in order to mitigate risks to the health and safety of persons at the workplace.

Suppliers/Clients will identify potential emergency situations and minimize their impact by implementing emergency plans.

Suppliers/Clients will provide their personnel with the required equipment and training, so that they are able to perform their work.

Suppliers will make available and provide safety fact sheets for the chemical goods supplied to Cromogenia Units in accordance with the legislation in force.

Suppliers will comply with all regular or agreed quality standards.

Suppliers/Clients will have an effective environmental policy in place that meets all applicable legal obligations.

Applicable Law

Suppliers/Clients will comply with all regulations governing quality, health, safety and environmental standards, which may apply in the countries where they operate, and will abide by all mutually acknowledged contractual agreements.

Suppliers/Clients must obtain all required permits and licenses, and keep them in force at all times.

Suppliers/Clients must ensure compliance by collaborators and subcontractors with the applicable requirements.

Acknowledgement of Receipt

Please sign and return this Code of Behavior for Suppliers/Clients to Cromogenia Units. Cromogenia Units encourages you to comply with this Code by allocating the necessary resources.

SUPPLIER: (name and signature, or company stamp):	CLIENT: (name and signature, or company stamp):
Received on:	Received on: