



Sustainable Procurement Policy

At Flexsys, we are committed to integrating sustainability principles into our procurement practices. Our products are well known for durability and their longevity helps reduce waste and save resources. Similarly, we will endeavor to build stable supply chains in a safe, responsible, and ever more sustainable way. Flexsys acknowledges that improvement in this effort is a continuous process and recognizes the contribution of our suppliers in our journey to become a more sustainable company.

By adopting this policy, we aim to minimize the environmental and social impact of our procurement operations by:

- Upholding the laws and regulations of the respective countries we operate in.
- Endorsing the highest standards for environmental, social, ethical, and economic practices.
- Training our buyers in sustainable procurement best practices.
- Identifying and mitigating risks associated with our procurement strategies, including through supplier assessments, supplier audits, and supplier capacity building.
- Ensuring communication of our policy with stakeholders and raising awareness among our suppliers.

We will actively engage and collaborate with suppliers who aspire to meet similar goals in their respective business operations as detailed in Flexsys' [Third Party Code of Conduct](#), including but not limited to:

ENVIRONMENT

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction.
- Undertake initiatives to promote greater environmental responsibility such as responsible waste management and disposal; reduction of greenhouse gas emissions; and conservation of energy and other precious natural resources.
- Review more sustainable raw materials for Insoluble Sulfur and Rubber Anti-Degradants.

BUSINESS ETHICS

- Obey all relevant international and domestic laws regarding ethical business practices.
- Demonstrate existence of procedures to prevent money laundering, fraud, bribery & conflicts of interests.

LABOR AND HUMAN RIGHTS

- Comply with all applicable laws in accordance with the principles of the International Labor Organization, OECD Guidelines on Forced Labor & Conflict Minerals, UN Global Compact and UN Universal Declaration of Human Rights.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain, in adherence with our [Statement on Slavery and Human Trafficking](#).
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

TRANSPARENCY

- To emphasize Flexsys' expectations, Flexsys provides its suppliers with our [Third Party Code of Conduct](#). We expect all suppliers to adhere to the Code and be forthcoming regarding business practices in all respective business areas.

This Sustainable Procurement Policy will guide Flexsys' procurement decisions, ensuring that sustainability considerations are integrated into our supply chain. The Chief Procurement Officer will periodically review and update this policy to reflect emerging sustainability trends, industry best practices, business considerations, and stakeholder expectations.

Stuart Polk
Chief Procurement Officer
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