



Dor Chemicals Ltd Supplier Code of Conduct

1. General

Dor Chemicals Ltd's vision is to energize a greener world. Inherent in this vision is a commitment to safeguarding the planet, as well as protecting the health of all its inhabitants.

Dor manufactures and supplies chemicals to its customers and aims to ensure its long-term profitable operations while striving to meet and go beyond legislative requirements in the fields of environmentally and socially responsible corporate governance. The company expects the same behavior from all its suppliers.

The Supplier Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization and the United Nations Global Compact.

2. Supplier Requirements

2.1 Environment, Health, and Safety

Dor expects its suppliers to endeavor to:

- Comply with all applicable laws and regulations governing environmental, health, and safety practices related to their operations.
- Commit to global efforts to mitigate climate change, and the need, as a global society, to address its impact by reducing greenhouse gas (GHG) emissions in line with the Paris Agreement (2015) and lowering the combined carbon footprint to reach net zero. This includes efforts to:
 - Reduce GHG emissions, air pollutants and other environmental nuisances, energy and water consumption, waste and effluents through process optimization, proper maintenance, and equipment upgrades.
 - Actively search out alternatives to the use of polluting or hazardous raw materials.
 - Promote the use of renewable energy.
 - Abide by circular economy principles, and thus endeavor to reduce, reuse, and recycle the use of raw materials and production byproducts.
- Ensure the health and safety of all employees, contractors, customers, suppliers, and any other visitors to its facilities through adequate safety measures, protocols and training.
- Evaluate and mitigate the environmental negative impacts of its operations on biodiversity-sensitive areas, and the general public.

2.2 Social Responsibility



Suppliers are expected to:

- Comply with all applicable labor laws and regulations governing their operations.
- Commit to fair and dignified labor practices aligned with the international human rights code of the United Nations, the "UN Guiding Principles on Business and Human Rights", the ten principles of the "UN Global Compact" and the internationally recognized standards of the International Labour Organisation (ILO). This includes the prohibition of any child labor or forced labor, and a commitment to minimum wages and fair working hours.
- Maintain a work environment that is free of discrimination and harassment of any kind, and welcome people of all gender identities, ages, ethnicities, cultures, religious or political beliefs, languages, family status, sexual orientations and/or abilities\disabilities.
- Provide equal opportunity in all aspects of employee life, including recruitment, compensation, promotion, training, etc.
- Respect the dignity and personal rights of individuals and all actors with whom you are associated through activities, business relationships or products and to actively prevent and remedy human rights violations as part of the human rights due diligence process.
- Create adequate pathways for employees and other stakeholders to report on noncompliance incidents confidentially and without fear of reprisal.

2.3 Ethical Business Conduct

Suppliers should:

- Comply with all applicable laws and regulations governing their operations' business ethics, including relating to antitrust and other competition laws.
- Prohibit and actively combat fraud, corruption (including bribery), and money laundering, in all its forms.
- Report on any conflicts of interest and prohibit the receipt or giving of gifts that could influence business decisions.
- Ensure fair competition by refraining from any anti-competitive practices
- Ensure the protection of all the data and intellectual property that it receives in the course of its business operations.

For more information regarding any of the above, please visit our website.

3. Implementation and Acknowledgement of the Requirements

This Supplier Code of Conduct forms the basis for all future cooperation. Suppliers undertake to comply with the principles and requirements laid out therein, and to endeavor to extend this obligation to their subcontractors. Dor Chemicals Ltd may take steps to verify supplier adherence to this agreement.

This agreement shall enter into force upon signature. A breach of this Supplier Code of Conduct may be grounds for the company to request corrective action or to terminate the business relationship.



The supplier hereby acknowledges that they have read this document and agree to the terms therein.

Date:

Supplier:

Full Name:

Title:

Signature: