
KRONOSPAN SUPPLIER CODE OF CONDUCT

Kronospan is a sustainable and global organization that expects its suppliers' to comply with applicable laws and regulations. In particular, we expect compliance with the following:

1. Behavior in the business environment

Kronospan expects its suppliers to behave fairly and with integrity. In particular Kronospan expects its suppliers to comply with competition laws, not to tolerate corruption and not to participate in money laundering activities or bribery. Bribery usually involves giving or offering money, a gift or something else of value to someone in business in order to obtain or retain a commercial advantage or to induce or reward the recipient for acting improperly or where it would be improper for the recipient to accept the benefit. Bribery can also take place where the offer or giving of a bribe is made by or through a third party, i.e. an agent, representative or intermediary. Bribes often involve monetary payments (or the promise of payments), but can include other benefits or advantages. Both the giving and receiving of bribes is prohibited.

2. Behavior towards employees

Kronospan expects its suppliers to apply applicable labor rights to their employees. In particular Kronospan expects that no child labor, discrimination or forced labor is allowed. Kronospan expects its suppliers to comply with applicable laws in terms of working hours and remuneration of their employees.

3. Health and Safety

Kronospan expects its suppliers to comply with applicable laws on health and safety at work and maintain an adequate health and safety management system.

4. Environmental protection

Kronospan expects its suppliers to comply with applicable environmental laws, regulations and standards and maintain an adequate environmental management system.

5. Relations with subcontractors

Kronospan expects its suppliers to consider all principles and requirements described herein during their own selection of subcontractors and suppliers.

6. Confidentiality

The confidentiality of information exchanged in the course of business must be respected and never be used for illegal purposes or for individual gain. False information must not be given in the course of commercial negotiations.

7. Compliance with the Kronospan Supplier Code of Conduct

Kronospan will periodically verify compliance with this Supplier Code of Conduct through audits. Any breach of Kronospan's principles and requirements mentioned in this Supplier Code of Conduct will be regarded as an extremely serious matter. Where a violation is suspected, Kronospan reserves the right to obtain information regarding all relevant facts. Furthermore Kronospan reserves the right to terminate without notice the contractual relationship with a supplier that does not demonstrably meet Kronospan's Supplier Code of Conduct requirements.

Acknowledged and accepted:

Place, Date

Company

Supplier's signature