



Ricca Chemical Company Supplier Code of Conduct: Sustainability and Social Responsibility Policy

At Ricca Chemical Company, we are committed to upholding the highest standards of sustainability and social responsibility throughout our supply chain. We believe that our suppliers play a crucial role in helping us achieve our environmental and social goals. This Supplier Code of Conduct outlines the expectations we have for our suppliers to ensure a sustainable and socially responsible business partnership.

1. Compliance with Laws and Regulations:

Suppliers must adhere to all applicable local, national, and international laws, regulations, and standards pertaining to environmental protection, labor practices, human rights, and product safety.

2. Environmental Responsibility:

Suppliers are expected to minimize their environmental impact by promoting practices that reduce waste, conserve resources, and limit pollution. This includes adopting energy-efficient processes, minimizing greenhouse gas emissions, and responsibly managing water usage.

3. Labor and Human Rights:

Suppliers must treat their employees with dignity and respect, providing fair wages, safe working conditions, and opportunities for growth. Forced labor, child labor, discrimination, harassment, and any form of human rights abuse are strictly prohibited.

4. Ethical Business Practices:

Suppliers are expected to conduct business with integrity, transparency, and honesty. Bribery, corruption, and unethical business practices are unacceptable. Suppliers must accurately represent their products and services, ensuring their compliance with relevant quality and safety standards.

5. Diversity and Inclusion:

Suppliers are encouraged to promote diversity and inclusion within their workforce, ensuring equal opportunities for all individuals regardless of gender, ethnicity, religion, age, or other characteristics.

6. Supply Chain Transparency:

Suppliers are expected to provide transparent information about their supply chain, including the origin of raw materials, components, and products. This transparency helps us assess and mitigate potential risks related to social and environmental factors.

7. Collaboration and Improvement:

Suppliers should actively collaborate with us to improve sustainability and social responsibility practices. This includes participating in audits, assessments, and sharing best practices that align with our goals.

8. Conflict Minerals:

Suppliers must ensure that their products are free from conflict minerals, which are sourced from regions associated with human rights abuses and environmental degradation.

9. Anti-Corruption and Anti-Bribery:

Suppliers must not engage in any form of corruption or bribery. This includes offering, giving, receiving, or soliciting anything of value to gain an unfair advantage.

10. Reporting and Non-Retaliation:

Suppliers are encouraged to report any concerns related to sustainability, social responsibility, or ethical practices. We have a non-retaliation policy to protect those who report such concerns in good faith.

11. Continuous Improvement:

Suppliers are expected to continuously assess and improve their sustainability and social responsibility practices in line with evolving industry standards and best practices.

By adhering to this Supplier Code of Conduct, we can collectively contribute to a more sustainable and socially responsible future. Failure to meet these expectations may result in a reassessment of our business relationship. We appreciate your commitment to these principles and look forward to a fruitful partnership.