SUPPLIER CODE OF CONDUCT

Jotun is committed to conducting business in a responsible and ethical manner based on our values; Loyalty, Care, Respect and Boldness. Jotun's Business Principles set clear expectations for responsible business conduct throughout our organisation. Jotun's Business Principles are described on Jotun's website.
Jotun aims to have a procurement process supportive of people, society, and comply with Jotun's environmental approach. To achieve this, Jotun expects all suppliers to comply with the principles stated in this document.

1. Laws, licences, and permissions

As a supplier to Jotun, you ensure that you comply with relevant laws, regulations, licences, permissions, authorisations, consents, and permits needed to carry out the work in a lawful, responsible, and ethical way.

2. Human rights and decent working conditions

As a supplier to Jotun, you comply with the standards in the United Nations Guiding principles on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles Rights At Work as well as applicable laws and regulations, including:

- Non-discrimination
- Prohibition of child labour
- Prohibition of forced labour and modern slavery
- Freedom of association and the right to engage in collective bargaining
- Freedom of expression
- Right to privacy
- Living wage

3. Health, safety, and environment (HSE)

As a supplier to Jotun, you provide a safe and healthy workplace addressing risks related to both mental and physical health for all your employees. In particular, you:

- have a documented, implemented, and auditable HSE management system and quality system,
- comply with applicable health and safety laws and regulations,
- conduct your business with respect and consideration to the environment and strive to minimize biodiversity loss and deforestation and reduce your environmental impact,
- comply with applicable environmental laws and regulations, including any applicable chemical regulations,
- support Jotun's environmental approach with the goal of reducing overall carbon footprint, VOC emissions, hazardous material, energy consumption and waste. The environmental approach is described on Jotun's website.

4. Conflict minerals

There is a global focus on responsible sourcing of conflict minerals. Today the term conflict minerals generally refers to 3TG; tin, tantalum, tungsten, and gold, but there are also extended initiatives for the minerals mica and cobalt. The goal is to stop the export of these minerals and metals from mines, smelters and refineries that commit human rights violations, fund conflicts or commit financial crimes.
As a supplier to Jotun, you must be committed to responsible sourcing of raw materials. Responsible sourcing includes documentation of assessments to avoid using conflict minerals from conflict-affected or high-risk sources.

If a raw material composition consists of conflict mineral(s) according to the above definition or you suspect that a conflict material has been involved in production of a raw material, Jotun must be informed and documentation of responsible sourcing must be provided.

5. Business ethics

You conduct your business in an ethical manner. In particular, you:

- refrain from corruption, extortion, and bribery, and specifically ensure that payments, gifts, or other commitments to customers (including Jotun employees), government officials, and any other party are in compliance with applicable anti-bribery laws,
- adhere to Jotun’s anti-corruption policy available at Jotun’s website,
- comply with anti-trust and other competition laws,
- disclose to Jotun information regarding potential conflicts of interest relating to your activities as a Jotun supplier, including disclosure of any financial interest a Jotun employee may hold in your business,
- protect all confidential information provided by Jotun and our respective business partners,
- maintain appropriate measures to protect information systems and services against cybersecurity attacks and technology-related risks including but not limited to risks arising from usage of artificial intelligence (AI), cloud services, software and third parties.
- promptly inform and cooperate with Jotun in investigating, containing and remediating any actual or suspected cybersecurity incidents leading to data breaches, or security events that affect or could reasonably affect, Jotun's data, systems, services or operations.
- respect intellectual property of others, including Jotun.

6. Secure and lawful business

You conduct your business in a lawful and secure manner. In particular, you:

- implement reasonable measures for minimizing exposure of Jotun to security threats such as terrorism, crime (including cyber-crime), pandemics, and natural disasters,
- when visiting or working at Jotun locations, abide by Jotun's security procedures and report any security concerns to the appropriate Jotun channels,
- give priority to the welfare of employees by ensuring a good working environment that is proven to be safe,
- implement reasonable measures to make sure that no criminal offence, including but not limited to human trafficking, drug dealing, money laundering, or tax evasion takes place in relation to the supplier contract with Jotun,
- adhere to international trade regulations and export control regulations,
- adhere to applicable legislation with regards to protection of personal data (GDPR within the EU).

7. Procurement by supplier

You procure goods and services in a responsible manner. In particular, you:

- select your own sub-suppliers providing goods or services directly or indirectly to Jotun only if they agree to adhere to standards comparable to those set forth in this Jotun Supplier Code of Conduct.
- when working at Jotun locations, only subcontract work with prior consent from Jotun.

Inspections and corrective actions

In order to ensure and demonstrate compliance with the Jotun Supplier Code of Conduct, you keep record of all relevant documentation and provide to us supporting documentation upon request.

To verify your compliance, you accept that Jotun may carry out regular audits of your compliance with the United Nations Global Compact's ten principles in the areas of human rights, labour, and anti-corruption as well as health, safety, environment, and quality matters. These reviews and/or audits can be conducted by Jotun or any independent third-party appointed by Jotun.

You will permit Jotun to carry out visits at your site and facilitate information and visits at any subcontractor if reasonably requested.

If the results of such an audit or inspection cause Jotun to believe you do not comply with this Jotun Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner. If you fail to comply with the requirements in this document, Jotun may act against you, including suspending or terminating your activities as one of Jotun's suppliers.

Access to remedy
In the context of Jotun's business relationship, if you or your employees believe that the terms of this Jotun Supplier Code of Conduct are not adhered to, or that Jotun is not acting in accordance with its own Business Principles and policies, we encourage you to raise your concerns though Jotun's whistleblowing channel at Jotun's website.

Acceptance
As a supplier to Jotun you are expected to have read and understood the contents and integrity requirements of this Supplier Code of Conduct and comply with such requirements.

If you for any reason have not understood the content of this Supplier Code of Conduct or cannot comply with said requirements, you are expected to contact Jotun prior to making any deliveries.

Relevant links

- **Jotun's Business Principles**: https://www.jotun.com/ww-en/about-jotun/sustainability/social/jotuns-business-principles
- **Anti-corruption policy:** https//www.jotun.com/ww-en/about-jotun/sustainability/social/anti-corruption-policy
- **Whistleblowing:** https//reports.whisleb.com/Jotun
- **Environmental approach:** https://www.jotun.com/ww-en/about-jotun/sustainability/environmental