



# SUPPLIER CODE OF CONDUCT

✉ [ESG@CoviaCorp.com](mailto:ESG@CoviaCorp.com)

## 1. PURPOSE

At Covia, we hold ourselves accountable to the highest standards of ethics and business conduct. We believe that social and environmental behavior is essential, and we seek Suppliers who share in our commitments of creating safe and healthy workplaces, protecting the natural environment, and creating positive benefits for our communities. Additionally, we align with companies who share our values and are prepared to act in accordance with the universal principles of human rights, labor, environment, and ethical behavior set forth by the United Nations Global Compact.

Our Supplier Code of Conduct (“Code”) sets out the minimum standards expected from our valued third parties with whom we do business. We also encourage our Suppliers to work with their own supply chains to promote business conduct in line with these principles.

This Code applies to any employee, agent, or other representative of a company, corporation or other entity that provides any goods or services on behalf of, at the request of, or in connection with work completed for, Covia.

## 2. SCOPE & BACKGROUND

This Code is applicable for distributors, vendors, suppliers, and other Suppliers (each a “Supplier”).

The Code comprises the minimum requirements for responsible business operations with which Suppliers to Covia must comply. It refers to international standards and defines specific Covia requirements. The Code may be supplemented from time-to-time by other documents containing additional requirements.

Covia’s own Code of Business Conduct and Ethics and Human Rights Policy define the principles that Covia regards as fundamental for business ethics and socially responsible behavior. It also constitutes the basis for this Code, addressing requirements that Suppliers to Covia must satisfy within the area of health and safety, business ethics, human rights, employee relations, business practices, and community involvement.

Covia is a member of the United Nations Global Compact, which consists of 10 principles in the areas of human rights, labor standards, the environment, and anti-corruption. The Covia requirements are mainly based on internationally agreed standards such as the Universal Declaration of Human Rights and ILO Core Conventions, but also on legislation.

## 3. SUPPLIER CODE OF CONDUCT GOVERNANCE

### 3.1. Communication

Procurement will provide the Code to all new Suppliers for review and acknowledgment. The Code will be provided annually thereafter to all Suppliers.

### 3.2. Sub-contractors

All Covia Suppliers are expected to adopt and acknowledge the Code and are encouraged to use such standards when dealing with their own sub-contractors.



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### 3.3 Audit

Compliance with this Supplier Code is subject to an audit at the discretion of Covia. Failure to comply with the Supplier Code may result in discontinuance of current and/or the prevention of future business relationships between Covia and the Supplier and its affiliates.

## 4. EXPECTATIONS

Covia Suppliers are expected too:

- Provide and maintain a safe, healthy, and orderly workplace;
- Respect basic human rights and dignity, including forbidding the use of forced or child labor and protecting against any form of human trafficking;
- Demonstrate equal treatment of all employees, and ensure uniformly fair compensation and benefit practices;
- Work to provide a workplace free of harassment and discrimination of any kind;
- Meet or exceed environmental compliance requirements and minimize impacts to the environment by responsibly managing waste, water, energy and land use;
- Comply with any and all laws of the cities, states, and countries in which the company operates, including anti-bribery and corruption laws and regulations;
- Conduct business with honesty, accuracy, and integrity.

## 5. REPORTING OF DEVIATIONS

Each Supplier must report to their Covia representative any suspicions of a material breach of any of the Supplier's obligations under this Code. If a Supplier fails to comply with the requirements set forth in this Code, the Supplier must take appropriate action to remedy the breach and prevent a recurrence of such breach in the future. Covia reserves the right to suspend or terminate the business relationship with any Supplier who deviates persistently from or breaches this Code in a material way.

## 6. SUPPLIER ACKNOWLEDGMENT

We confirm that we have read, understood, and agree to comply with the Covia Supplier Code of Conduct:

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_