

	Quality System Documentation	Revision: D
	8.4.2 Supplier Sustainability Policy	Page 1 of 2

CREATIVE FOAM VISION

- “A stronger, lighter, and more sustainable world,” indicates the long-term focus of Creative Foam’s work and strives to use recyclable materials and our materials help to make end products lighter and increase their strength and lifespan. This leads to an improved total economy and a reduced impact on the environment.
- At Creative Foam, we consider sustainability to be an essential part of all our business operations. Creative Foam is committed to a code of conduct which describes how we do business and actively supports the principles covering human rights, labor, the environment, and anti-corruption.
- As part of our work to achieve a more sustainable world, Creative Foam has implemented certain principles for our suppliers. The purpose of these principles is to ensure that we collaborate with suppliers who share our values regarding sustainability. We expect that our suppliers, as a minimum, follow our sustainability principles when conducting their own business. This is the starting point for entering and maintaining a business relationship with Creative Foam. These principles are included in this Supplier Sustainability Policy.

APPLICABILITY

The Supplier Sustainability Policy applies to all suppliers providing products or services to any Creative Foam Facility.

- Workers/employees are all people who are working for the supplier, whether directly employed, subcontracted, or employed by other agencies.
- Creative Foam expects the supplier to monitor its suppliers to ensure commitment to environmental and social responsibility.

PRINCIPLES

Compliance

- Creative Foam has a process in place to follow-up compliance of suppliers’ sustainability work. Suppliers may be asked to answer a self-assessment questionnaire regarding their social and environmental performance. Creative Foam reserves the right to conduct reviews and on-site audits of our suppliers to ensure compliance with this Supplier Sustainability Policy. Suppliers agree to cooperate to facilitate such reviews or audits.
- The supplier shall comply with applicable legislative and regulatory requirements.

	Quality System Documentation	Revision: D
	8.4.2 Supplier Sustainability Policy	Page 2 of 2

Labor and Human Rights

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age as allowable by labor laws. Employees under eighteen (18) years of age shall not carry out hazardous work.

- The Supplier shall not engage in or support the use of any form of forced, compulsory, or illegal labor. Work must take place voluntarily, and personal documents and possessions must not be confiscated to force somebody to work.
- As a minimum, statutory wages must be paid, and applicable working time legislation must be followed.
- Employees shall be free to form and join, or not to join, trade unions and to bargain collectively.
- No employee shall be discriminated against on the grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.

Health & Safety

The suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented, and necessary measures shall be taken to avoid accidents from reoccurring. The suppliers shall ensure that all employees are provided with necessary instructions, training, and personal protective equipment free of charge required for facilitating safe work methods.

Anti-Corruption

All forms of corruption and bribery are unacceptable. Suppliers should work against corruption and bribery in all its forms, including but not limited to, extortion, fraud, money laundering, and facilitation payments.

Environment

Suppliers shall work in a systematic, goal-oriented, and proactive manner to reduce the impact on the environment including pollution prevention and waste minimization.

- The business must be run in such a way that severe discharges and emissions to the ground, water, and air are systematically prevented.