

Supplier Code of Conduct

Gadot's is a leader in the chemical industry and supply chain, as Israel's first bulk chemical seller and first supply and value chain management and operation service provider.

We believe that business success goes hand-in-hand with corporate, civil, social and environmental responsibilities, therefore, are committed to maintaining the highest standards of health, safety and quality on behalf of our customers, employees and suppliers and for the benefit of the greater community and the environment as a whole, at every site in Israel and abroad.

We ensure Sustainability through a clear strategy, continuous global development and the joint commitment of all stakeholders maintaining a close and ongoing dialogue with our suppliers, customers and the world's leading chemical industrial leaders. It also implies that we expect our suppliers as well as their suppliers and subcontractors to fully comply with applicable laws and adhere to internationally recognized environmental, social and corporate governance standards.

In order to express our expectations, we have adopted this Supplier Code of Conduct, which is based on Gadot's Code of Business Conduct and Ethics.

Environment & Safety

- Suppliers shall comply with all applicable environmental, health and safety regulations.
- Suppliers shall ensure in all of their operations, procedures, services and products the protection of the health and safety of employees, suppliers, customers, subcontractors, neighbors and the general public.
- Suppliers shall use resources efficiently, reduce waste and minimize continually environmental impacts on air, water and soil.

Ethics & Labor Standards

- Suppliers shall treat their employees with respect and honesty, comply with all applicable laws and regulations and conduct their business in an ethical manner.
- Suppliers shall support the protection of internationally proclaimed human rights and will not be complicit in human rights abuses.
- Suppliers shall not engage in any kind of compulsory or child labor and fight discrimination at the workplace.
- Suppliers shall comply with social and minimum standards, such as minimum wages, fair working hours and freedom of association and collective bargaining.

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Governance

- Suppliers shall abide by all applicable national and international antitrust and trade control regulations.
- Suppliers shall work against corruption including bribery and ensure that personal relationships do not affect business activities.
- Suppliers shall make appropriate use of confidential information and ensure that all intellectual property rights are respected.

Gadot may ask its suppliers to verify their compliance with the above-mentioned standards by any of the following methods and request corrective action if there is a reason for concern:

- Third-Party Assessments: We may solicit desktop information from a third party, e.g. a data provider, on supplier compliance and performance with regard to these standards.
- On-Site Audits: We, or an authorized third party acting on our behalf, may contact suppliers and ask for permission to verify compliance with these standards on site.

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