



Supplier Code of Conduct

OCI strives to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders. This expectation extends to our suppliers and business partners. We therefore seek to award business to suppliers and business partners who are committed to act fairly and with integrity towards their stakeholders, who have adopted and promote the implementation of our or equivalent business principles as set out in this Supplier Code of Conduct, and who observe the applicable laws of the country in which they operate. While we conduct customary due diligence when engaging with business partners, it is the business partner's responsibility to maintain and enforce compliance within its supply chain.

Business Conduct

Suppliers are expected to:

- **Laws and regulations:** comply with all local, national and international laws and regulations applicable to their operations
- **Fair competition:** be committed to the principle of free enterprise and comply with laws and regulations designed to ensure effective competition.
- **Bribery and corruption:** conduct their business free from any form of bribery, corruption, fraud, extortion, payment facilitation, gifts, entertainment, or other tangible or intangible methods of bribery.
- **Conflicts of interest:** disclose and address any potential or confirmed conflict of interest to OCI
- **Confidential information:** maintain the confidentiality of information entrusted to them by OCI, except when disclosure is authorized or legally mandated
- **Environmental responsibility:** minimise their environmental footprint and promote sustainable business best practices in line with applicable laws and regulations

Human Rights and Working Conditions

Suppliers are expected to:

- **Discrimination:** treat all people with respect, tolerance, dignity and without prejudice to create a mutually respectful and positive working environment
- **Forced or child labor:** prohibit the use of involuntary or forced labor or child labor in line with international laws and standards, such as those set by the International Labor Organization (ILO) and the United Nations International Children's Emergency Fund (UNICEF)
- **Health and safety:** provide a safe and healthy working environment in compliance with local, national, and international standards
- **Livable wage:** enforce fair compensation policies and practices
- **Freedom of association:** respect freedom of association and collective bargaining rights in accordance with applicable laws and regulations

Reporting Suspected Misconduct

To report suspected misconduct or request guidance, please contact your OCI relationship manager. Should you wish to remain anonymous, please contact the OCI Trusted Persons Network (www.oci.trustedpersonsnetwork.com), which is managed by an independent provider and is available 24 hours a day, 7 days a week. OCI will not tolerate retaliation against any person for making a report or participating in an investigation of possible misconduct in good faith.