



Code of Conduct and Related Policies for Suppliers

AVANTOR GROUP EXPECTATIONS OF SUPPLIERS

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The Code of Business Conduct for Suppliers sets forth the requirements of Avantor Performance Materials, Inc. and its affiliated companies (together "Avantor") for the conduct of its Suppliers. Avantor is committed to these requirements and we require our Suppliers to either have comparable policies as set forth below or to adopt the Avantor Code of Business Conduct for Suppliers and other policies as set forth below, and to apply it to both your own company and to your suppliers.



HUMAN RIGHTS AND LABOR: At Avantor, people are the key to our success and we expect our suppliers (and their suppliers) to comply with appropriate human rights and labor standards in their business operations. These standards include:

- Freely chosen employment by all employees and agents, and no forced or compulsory labor.
- Compliance with all applicable child labor laws.
- Compliance with all applicable laws regarding work hours, overtime, wages and benefits.
- Compliance with all applicable laws regarding treatment of employees. In addition, employees and prospective employees shall not be subject to harsh or inhumane treatment, and shall not be subject to any sexual harassment or discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status.
- Respect for the rights of workers to associate freely, join or not join labor unions, seek representation and have a voice regarding working conditions without fear of reprisal.

ENVIRONMENTAL, HEALTH AND SAFETY: A safe and healthy work environment enhances the quality of products and services and leads to a more productive company. Avantor is committed to compliance with all applicable laws and regulations concerning environment, health and safety, and we expect the same commitment from our suppliers, including:

- Compliance with all applicable environmental laws, regulations and permits.
- Programs are in place to monitor and reduce energy usage, waste generation and disposal, and emissions to air and discharges to water.

- Providing a safe workplace for employees and compliance with all applicable workplace health and safety laws.
- Procedures and systems to prevent, track and report occupational injury and illness.
- Identification and control of all worker exposures to chemical, biological and physical agents.

MANAGEMENT, ETHICS AND LEGAL

COMPLIANCE: Avantor expects its suppliers to conduct their business ethically and in compliance with the law.

- Suppliers must avoid any interaction with Avantor employees that may conflict or appear to conflict with the ability of that employee to act in the best interest of Avantor.
- Suppliers must not engage in any forms of bribery to obtain or retain Avantor business and will comply with the U.S. Foreign Corrupt Practices Act and the UK Bribery Act and all other applicable laws dealing with the bribery of government officials.
- Suppliers must comply with all antitrust and fair competition laws.
- Suppliers must respect intellectual property rights and ensure that technology transfer occurs without risk to the owner.
- Suppliers should have a management system in place that will ensure (a) compliance with applicable laws, regulations and customer requirements; and (b) application of the same requirements and expectations to sub-suppliers.

REPORTING: Suppliers must have a program to ensure the confidentiality and protection of suppliers or employees that report improper conduct of employees, customers or suppliers.

Policy Regarding Slavery and Human Trafficking

As part of Avantor's efforts to comply with the California Transparency in Supply Chains Act of 2010, and consistent with the policies set forth above, Avantor requires all of its suppliers to comply with all laws regarding slavery and human trafficking. To that end, Avantor may require periodic supplier certification of such compliance, and may also require that its suppliers implement such other reasonable actions as may be appropriate to ensure compliance with these laws.

Policy Regarding Conflict Minerals

Avantor and its suppliers shall comply with all applicable United States laws and policies concerning the sourcing of our raw materials from conflict areas. To that end, Avantor may require periodic supplier certification of such compliance, and may also require that its suppliers implement such other reasonable actions as may be appropriate to ensure compliance with these laws. In particular, Avantor currently requires that its suppliers ensure that there are no conflict minerals sourced from the Democratic Republic of the Congo (DRC) or adjoining countries.

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