



SUPPLIER CODE OF CONDUCT



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1. ADESIA Code of Conduct for Sustainable Procurement

At ADESIA, we have formalized our ethical, social, and environmental commitments in an internal Policy, which reflects our commitment to act with integrity, in accordance with our values and the regulations in force. It establishes a clear framework to guide our decisions and behaviour.

Thus, we have decided to establish a document entitled "Code of Conduct". It demonstrates our determination to integrate the principles of sustainable development across all our business activities. It is driven by the guidelines of the United Nations Global Compact (UNGC) and the ISO 20400 Standard, addressed to our Purchasing team and our Suppliers.

As the manufacturing of our products is based on the trust we place in them, we wish to share our commitments—including those in favour of sustainable development—and involve them in this continuous improvement approach.

Our Code of Conduct sets out the commitments that we ask all our Suppliers to comply with, as well as those we undertake towards them.

The compliance with this Code of Conduct is a determining condition for ensuring the continuity of the relationship between ADESIA and its suppliers. We rely on them, as well as on our own teams, to apply it daily.

2. ADESIA core values

The values that define ADESIA are at the heart of our actions and help us stay on course. They inspire our behaviour, guide our choices, and strengthen our ability to move forward together, with agility and high standards. They also guide our expectations of reciprocity from our Suppliers.

A. Adaptability

At ADESIA, innovation is above all a concrete response to our customers' needs. We design tailor-made solutions considering the technical, functional, and sector-specific constraints of each request.

This ability to adapt is at the heart of our model, guides our daily approach and allows us to respond quickly, without compromising on quality.

Each development project with our suppliers is unique, each solution is customized to better meet our customers' industrial challenges.

B. Commitment

At ADESIA, trust is the foundation of every professional relationship. Whether with a client, partner, or colleague, our credibility is built on the reliability of our actions.

Our decision-making processes, which are often collective and long-term, require rigor, clarity, and consistency. Every step counts, and every decision is binding. It is in this spirit that we cultivate lasting relationships, ensuring the continuity and quality of our collaborations.

Maintaining this trust over time is essential to the sustainability of our activities and the strength of our commercial relationships with our suppliers.

C. Responsiveness

At ADESIA, our ability to respond quickly to our customers' needs is based on agile organization and controlled production.

Responsiveness is not just a market expectation: it is a commitment that we integrate into every stage of our value chain. The collaboration we build with our suppliers must therefore also be responsive.

D. Responsibility

At ADESIA, responsibility is a collective commitment that is expressed through our CSR approach, which is integrated into the heart of our strategy and our business lines, based on transparency, control of our impacts, and respect for our stakeholders and regulations. We ensure that we use our resources wisely and guarantee the safety and well-being of our teams.

Acting responsibly means contributing sustainably to the trust of our partners and the longevity of our company.

3. ADESIA Sustainable Procurement Policy

The French organism AFNOR Association Française de NORmalisation defines sustainable procurement as following:

“Responsible purchasing refers to the procurement of goods or services from a supplier or service provider selected in order to minimize environmental and social impacts, and to promote good practices in terms of ethics and human rights.”

At ADESIA, we believe that sustainable procurement is a key driver of innovation and growth. Our approach is built around three commitments as described in our [Sustainable Procurement Policy](#):

- **Partnering with excellence** – We carefully select suppliers whose expertise and quality standards empower us to deliver **innovative, sustainable, and customized adhesive solutions** for the Building & Construction, Automotive, Medical, and Industrial markets.
- **Sourcing with responsibility and efficiency** – We strive to combine **ethical practices with competitiveness**, ensuring product and service availability at the best overall value while supporting ADESIA's long-term performance.
- **Innovating together** – We promote long-lasting, equitable relationships with our suppliers to drive **continuous innovation** and **strengthen our technological leadership**.

The Sustainable Procurement Policy sets the overall direction and objectives. The Code of Conduct translates these commitments into concrete, operational requirements for Suppliers. It ensures that external partners align with ADESIA standards by making expectations clear, measurable, and enforceable.

In short, the Sustainable Procurement Policy sets the vision, while the Code of Conduct ensures its practical implementation throughout the supply chain.

4. ADESIA Code of conduct

A. Environmental Responsibility

ADESIA is committed to reducing the environmental impact of its activities and expects its suppliers to actively contribute to this objective. We apply ISO 14001 standards and integrate environmental criteria into supplier audits.

a. **Climate and Carbon Management**

Suppliers are expected to:

- Monitor and reduce continuously their Corporate Carbon Footprint
- Provide Product Carbon Footprint (PCF) upon request
- Support ADESIA yearly objective to reduce its Corporate Carbon Footprint by 5%

b. Waste and Resource Management

Suppliers shall integrate eco-design principles:

- Rethink choices
- Refuse single use
- Reduce consumption
- Recycle or use recycled raw materials
- Repair

c. Environmental Compliance

Suppliers must comply with applicable environmental laws and regulations, including but not limited to European Deforestation Regulation (EUDR), REACH, Mineral Conflict Regulation (OECD Due Diligence Guidance for Responsible Supply Chains of Minerals in Conflict-Affected or High-Risk Areas).

The prevention of any accidental pollution to protect the biodiversity and the environment, the environmental certifications (e.g. ISO 14001, recognized eco-labels) are considered positively in supplier evaluations.

B. Social Responsibility and Human Rights

ADESIA requires suppliers to respect internationally recognized human rights standards.

a. Fundamental Rights

Suppliers must:

- Prohibit child labour and forced labour
- Ensure fair and safe working conditions
- Prevent discrimination
- Respect freedom of association

Suppliers are encouraged to align with recognized international frameworks such as ISO 26000 and the UN Global Compact principles.

b. Diversity and Inclusion

Suppliers are encouraged to:

- Promote gender equality

ADESIA publishes yearly its professional Index, reflecting the gender equality based upon reliable indicators.

- Support diversity and inclusion initiatives

- Contribute to social and solidarity-based economic initiatives.

ADESIA support local associations that encourage diversity, inclusion and cultural and sport events.

c. Local Development

ADESIA promotes collaboration with local companies and values partnerships that positively impact regional economies, as far as they are competitive.

C. Ethics and Business Integrity

a. Compliance with Laws

Suppliers must comply with all applicable local, national, and international laws and regulations, including safety and product compliance requirements.

b. Anti-Corruption and Conflicts of Interest

ADESIA maintains a strict zero-tolerance policy toward corruption.

Any form of bribery, undue advantage, or conflict of interest is strictly prohibited.

Employees of ADESIA are prohibited from:

- Holding significant financial interests in suppliers, competitors
- Using corporate opportunities for personal gain
- Receiving fees, commissions, or other benefits

All payments must be made exclusively to the contractual entity registered in ADESIA accounting system and will be processed under the responsibility of a third party independent from the Procurement function (i.e. the Accounting Department).

c. Confidentiality :

ADESIA maintains a strict zero-tolerance policy regarding confidentiality breaches, ensuring that every employee has signed an individual confidentiality agreement.

Suppliers must ensure strict confidentiality of all non-public, sensitive, or proprietary information exchanged during the business relationship.

D. Transparency, Monitoring and Continuous Improvement

a. Supplier selection

Supplier selection cannot be influenced by criteria which has no relation to the supply of the products or the services concerned. ADESIA's procurement methodologies allow a challenge between our suppliers with impartiality. We strive to build fair and balanced work relationship with our Suppliers.

b. Supplier Evaluation

Through the Supplier Service Rate follow-up, ADESIA evaluates suppliers based on transparent and documented criteria covering:

- Supply performance
- Quality
- Environmental Social and Governance performance

Performance results are shared periodically, and corrective action plans are required when necessary.

c. Audits

ADESIA reserves the right to organize audits at mutual agreed time, to check compliance with this Code of Conduct.

d. Continuous Improvement

Suppliers are expected to implement continuous improvement processes and progressively enhance their sustainability performance.

E. Innovation and Long-Term Partnership

ADESIA considers innovation and sustainability as strategic drivers of its procurement policy.

a. Concrete commitment to sustainable innovation

ADESIA actively integrates sustainability criteria into its sourcing and development decisions.

In practice, ADESIA:

- Invests in clean or energy-efficient technologies and manufacturing processes that reduces our Carbon Footprint

- Systematically evaluates available supplier solutions aligned with its carbon reduction and resource efficiency objectives
- Encourages eco-design and lower-impact alternatives during product development phases
- Prioritizes suppliers capable of proposing measurable environmental or social added value

Sustainable innovation is not optional but embedded in ADESIA decision-making process.

b. ESG Governance and internal integration

Procurement is a permanent member of ADESIA ESG Management Team and actively contributes to:

- Define environmental and social targets
- Monitor sustainability performance
- Integrate ESG criteria into supplier evaluation and selection processes

Sustainability objectives are therefore directly connected to procurement strategy.

c. Long-Term and Responsible Partnerships

ADESIA considers its suppliers as strategic partners contributing to its long-term success.

In this respect, ADESIA promotes fair and balanced contractual relationships.

5. Acknowledgment and Commitment

By signing this Code of Conduct, the Supplier:

- Acknowledges having read and understood the principles set forth herein
- Commits to complying with all applicable requirements
- Undertakes to promote these principles throughout its own supply chain
- Agrees to cooperate with ADESIA in the event of assessment, audit, or corrective action plan
- Commits to informing ADESIA without undue delay of any serious breach of the principles defined in this Code of Conduct

The Supplier acknowledges that compliance with this Code of Conduct constitutes an essential condition of the business relationship with ADESIA.

Signature

Company Name	
Name of Authorized Representative	
Title	
Date	
Signature & Company Stamp	