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1. Purpose

Each day, Vibrantz is motivated by our purpose to bring color, performance and vibrancy to life. We make the everyday brighter and more functional for customers and consumers. Our sights are set on becoming an enduring and sustainable world-class specialty chemicals and materials solutions provider that exists for years to come. Enriching our people, culture, communities and planet are vital components of the long-term future we envision.

At the core of our Corporate Social Responsibility (CSR) – or sustainability and environmental, social and governance (ESG) – efforts is a powerful shared belief that we are the best versions of ourselves when we are connected to and positively impacting others. We recognize the synergistic effects of dedicating a balanced focus to our stakeholders. We hold one another accountable for making decisions and fulfilling commitments in ways that consider more than financial gain.

This policy applies to all procurement activities.

2. Vibrantz Procurement Charter

2.1 Procurement Vision

Vibrantz Procurement envisions a future where financial strategy, ethical considerations, environmental responsibility, and social connections are at the core of our procurement practices. We strive to continuously improve, innovate and create value in these areas, fostering a sustainable and inclusive supply chain ecosystem.

2.2 Procurement Mission

At Vibrantz, we are committed to practicing responsible procurement in order to contribute to a sustainable and ethical supply chain. We prioritize the following principles and objectives to guide our procurement processes and supplier relationships:

1. We strive to ensure that the products and services we procure meet the highest quality standards and are delivered punctually. Our aim is to consistently satisfy our stakeholders' expectations by delivering reliable, quality and sustainable products and services.
2. We are dedicated to achieving cost-effective procurement solutions without compromising quality. We consider the total cost of ownership, including maintenance, operational expenses, and lifecycle costs, to make informed purchasing decisions that deliver long-term value and return on investment.
3. We adhere to our Vibrantz Code of Ethics in our procurement processes, including compliance with all applicable laws and regulations. We promote ethical and sustainable practices by giving preference to suppliers who demonstrate social and environmentally responsible manufacturing processes and, support fair labor practices.
4. We actively partner with suppliers who demonstrate eco-friendly manufacturing processes, reduce carbon emissions, minimize water footprint, conserve natural resources, and promote circular economy principles. We aim to minimize waste,

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prioritize recyclable and renewable materials, and encourage sustainable packaging solutions throughout our supply chain.

5. We strive to optimize our logistics operations to enhance efficiency, lead-times, reduce waste, and minimize the environmental impact of transportation and distribution. Through innovative logistics strategies, such as route optimization, load consolidation, and modal shift, we aim to achieve cost savings while minimizing carbon emissions and resource consumption.
6. We believe in building strong partnerships with our suppliers based on trust, collaboration, and mutual objectives. We actively encourage innovation by seeking out suppliers who are committed to continuous improvement and are willing to work collaboratively to drive innovation and enhance the value of our products.
7. We engage suppliers by sharing our organizational vision and goals, fostering a sense of shared purpose and alignment. By providing clear expectations and open communication channels, we encourage suppliers to actively contribute to our vision, values, and sustainability objectives.

Through the implementation of these principles, we aim to create a responsible procurement approach that not only benefits our organization but also positively impacts society and the environment. By working closely with our suppliers, we strive to achieve sustainable and ethical procurement practices that align with our values and contribute to a better future for all.

2.3 Procurement Objectives

The Procurement objectives are to: 1) contribute to the overall profitability of Vibrantz, 2) create efficiency across the supply chain and 3) create, protect and foster long-term environmental, social and economic value for all stakeholders.

3. **Responsible Procurement at Vibrantz**

3.1 Environmental and Social Impact Mitigation

We are committed to minimizing our environmental and social impact through the following measures:

- Respecting human rights and promoting community development.
- Protecting biodiversity and promoting sustainable land use practices.
- Reducing our carbon footprint by promoting energy efficiency and using renewable energy sources.
- Minimizing waste and reducing the use of hazardous materials.

3.2 Supplier Code of Conduct

We expect our suppliers to adhere the Vibrantz Supplier Code of Conduct (SCC) and the following principles included in the SCC (see attachments for more detail):

- Comply with all applicable laws and regulations.

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- Respect human rights and treat employees fairly, including the abolition of child labor and the elimination of forced labor, promoting fair and ethical labor practices, and investing in employee well-being and skill development.
- Protect the environment by the efficient use of resources, reducing waste, and emissions, minimizing carbon and water footprint, and promoting safe products and services with a positive environmental impact.
- Promote ethical business practices, fair competition, zero tolerance for corruption, and the protection of data privacy and security.

3.3 Procurement Team Code of Conduct

We expect our procurement team to adhere to the following principles:

- Comply with all applicable laws and regulations.
- Make sustainable procurement decisions that balance environmental, social, and economic considerations.
- Promote transparency and ethical behavior.
- Encourage suppliers to improve their sustainability performance.

3.4 International Purchases

We acknowledge that international purchases pose unique challenges and opportunities for sustainability. Therefore, we commit to:

- Complying with all applicable laws and regulations in the countries where we operate.
- Conducting due diligence to identify potential environmental and social risks associated with international purchases.
- Engaging with suppliers to promote sustainability and encourage continuous improvement.

3.5 Vibrantz commitment to United Nation Sustainable Development Goals

Sustainable procurement is closely linked to several United Nations Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

By incorporating the principles of sustainable procurement into our operations, Vibrantz and our supply chain can contribute to the achievement of these SDGs and create a more sustainable and equitable world.

3.6 Vibrantz commitment to International Labor Organization principles

Vibrantz recognizes the impact our purchasing decisions can have on global labor standards and social justice. We are committed to upholding and promoting the fundamental principles and rights at work as defined by the International Labor Organization. Our responsible purchasing policy is grounded in the following principles: respect for labor rights, non-

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discrimination and equal opportunity, decent working conditions, fair wages and compensation, supply chain transparency, social dialogue and ethical recruitment.

We consider these principles our ethical responsibility to ensure that our supply chain operates in alignment with international labor standards, promoting fairness, dignity, and respect for all workers.

4. Responsible Procurement Processes

4.1 Supplier CSR Risk approach

At Vibrantz, we take a proactive approach to managing our supply chain by systematically identifying and assessing risks. Our risk management approach includes the following:

- **Supplier Selection:**
 - Identifying critical suppliers and conducting due diligence to assess their capacity to meet our sustainability requirements.
 - Vibrantz reviews all supplier application forms to determine compliance with global trade regulations. This evaluation includes:
 - Screening suppliers against relevant restricted and sanctioned party lists maintained by government entities globally, and
 - Reviewing any adverse media as it related to the potential supplier
 - Vibrantz reserves the right, in its sole discretion, to not engage or discontinue any relationship with a supplier for non-adherence with applicable rules and regulations, violations of the SCC that are not promptly corrected, or for repetitive violations of these standards.
- **Suppliers Acknowledgement of Vibrantz SCC:**
 - As part of our validation process, we provide a copy of the SCC to all suppliers and request their acknowledgement of the principles. We ask our suppliers to recommit to the principles of the SCC periodically.
 - We assess our strategic suppliers based on their trade compliance, CSR performance, acknowledgement of our SCC and their country of origin, creating a risk map approach. Suppliers identified as needing improvement will be monitored and asked for their CSR performance improvement, in order to prevent any negative impact on our supply activities.
- **Sustainable Procurement Monitoring:**
 - To evaluate the sustainability of the supply chain, we use a set of control indicators that measure the sustainability performance of the suppliers and the impact of the supply chain on the environment and society including SCC acknowledgement, supplier audits and our use of the EcoVadis supply chain rating system.
 - Based on the information received from the SCC acknowledgement, the EcoVadis supply chain rating and other due diligence activities, including audits, Vibrantz also develops contingency plans to manage potential disruptions and negative reputational impacts in our supply chain.



SUSTAINABLE PROCUREMENT POLICY STATEMENT

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5. Conclusion

Our Vibrantz sustainable procurement policy is aligned with our commitment to responsible business practices. We will continuously review and improve our policy to ensure that we contribute positively to society and the environment while minimizing risks associated with procurement. We expect our suppliers and purchasers to join us on this journey.