



Responsible Procurement policy

Approved by Management Committee on 2026.06.01.

Note: This policy is released in English. In case of divergence between the English version and other translated versions, the English version will prevail.

Scope

This policy applies to **all Adhex Group entities, suppliers and contractors** and their affiliates as well as all products and services that Adhex purchases. We strongly encourage our suppliers to promote the commitments of this policy within their own supply chain.

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1. Introduction

The growing challenges the Adhex Group is facing require the implementation of a purchasing policy to meet the expectations and strategic orientations of our management committee.

Adhex is a market leader in technical adhesive solutions and stands as an active promoter of ethics and sustainability in all its forms. Adhex's commitment towards the 10 principles of the United Nations, Global Compact, and Development Goals, amongst others; the Group will work with its suppliers to:

1. Operate a lean supply chain that supports its corporate policies in the field of sustainability, whether in social matters (e.g. health and safety and the other labour rights; human rights), environmental or ethical topics.

2. Enhance supplier partnership and develop procurement solutions in line with customers, regulatory and wider stakeholders' needs and expectations.
3. Create long-term value and reduce risk for its business, suppliers and stakeholders. The Adhex Group's performance also highly depends on building long-term partnerships with our suppliers: this implies an economic balance between the stakeholders as well as the promotion of a collaborative approach (e.g., co-development, encouraging innovation).
4. Increasingly rely on a supply chain achieving strong and verified sustainability performance.

We will achieve these objectives by setting responsible and sustainable procurement standards and targets, by collaborating, innovating and embedding sustainable sourcing and purchasing into our business processes, assessment methods and performance monitoring systems.

"our ambition is to be a worldwide reference as a sustainable industrial company, a responsible employer and an innovative producer of special adhesives. Adhex is ready to take on its responsibilities with determination. This is the Adhex way of doing things right."



Roland de la Brosse

President of Adhex Group

2. Purpose

In line with Adhex's corporate projects and values, the role of the Group's Responsible Procurement Department is to implement a policy based on 3 main features:

1. Strengthen the Group's economic competitiveness and performance
2. Enhance supplier partnership

3. Guarantee that the Adhex Group's CSR¹ strategy is applied to its suppliers

It involves a better knowledge of our markets to source at the best compromise, keeping a technological watch, and improving the Group's competitiveness through innovation. The TCO approach (Total Cost of Ownership) is the basic approach to our purchasing analysis. As an international group, mutualising and creating synergies between Adhex entities is key to the group's purchasing performance.

This purchasing policy aims to make of Adhex a responsible actor in its environment, while keeping in mind levers for economic performance and innovation.

3. Our Commitment to Suppliers

In accordance with its principles, Adhex will:

- a. **Collaborate:** Work with suppliers to improve social (including health, safety and human rights), environmental and ethical standards. This may include joint or third-party assessments, such as process audits, site visits or certifications, to evaluate performance against defined and agreed standards such as Adhex's own principles, clarified within its Code of Ethics, the Adhex's Code of Business Conduct for suppliers, the suppliers' own ethical guidelines or appropriate sectorial sustainability standards, as well as against EcoVadis™ requirements.
- b. **Support:** Assist suppliers by sharing good practices or by training and ensure the maximum improvement can be made.
- c. **Respect:** Conduct our business with suppliers in a fair, objective, transparent and professional manner. This includes treating suppliers' employees working at our premises with the same workplace practices as our own staff, fair contractualisation and order anticipation
- d. **Promote:** Act as an advocate for upstream sustainable supply chain practices within our industry and increasingly rely on a supply chain achieving strong and verified sustainability performance.
- e. **Communicate and train:** Ensure that all Adhex employees are aware of this policy and that those involved in procurement activities are appropriately trained.
- f. **Improve:** Regularly review our policies and practices to ensure they contribute to our responsible and sustainable procurement vision and to our Sustainability reporting

¹ CSR : Corporate Social Responsibility

4. What we expect from our suppliers

We expect our suppliers to adhere to internationally recognized CSR standards, to comply with applicable laws, and to use their best efforts to implement these standards with their own suppliers and subcontractors.

We expect them to agree, collaborate and meet the requirements described in this policy and specifically in this paragraph, and if they fail to meet them, propose and implement mitigation plans to achieve them.

Failure to comply with this policy or to come up with one, might lead Adhex to disengage from its supplier.

Suppliers are also strongly encouraged to collaborate both at their own sector's level and with Adhex to identify further risks and opportunities to improve sustainable business practices in the areas of health and safety, human rights, ethics and environmental stewardship along the supply chain.

Health and safety

Adhex is committed to work towards a zero-accidents and injuries, as well as general wellbeing in the workplace and beyond. Regarding the value chain workers, Adhex requests its suppliers to eliminate all work- or operations-related injury risks on their workforce, contractors or community, and to meet similar standards as those of Adhex in Health and Safety matters. Specific instructions may apply to those suppliers entering Adhex's sites and must be strictly observed.

Human rights

As detailed in its Human Rights policy and Code of Ethics, Adhex respects all human rights, particularly those of employees and local communities, and is committed to promoting these principles to its suppliers. Adhex requests its suppliers to have, and if not already in place, develop and implement policies and procedures to ensure respect of all human rights in their businesses and those of their suppliers, in line with Adhex's standards, with a particular focus on child or forced labour, discrimination, freedom of association, and decent conditions of employment and working.

Ethics

Adhex is committed to apply fair, ethical and transparent business practices. Adhex does not buy materials and services that do not comply with national or international laws and conventions including:

- anti-corruption,
- money laundering and terrorist financing and sanctions-based export controls

Adhex is committed to using industrial products of legal and sustainable origin and only source conflict-free 3TG (tin, tantalum, tungsten and gold) and Cobalt minerals.

Adhex maintains due diligence processes to achieve compliance with these commitments and requests relevant suppliers to fully support the company in this effort.

Adhex requests its suppliers to maintain and enforce a company policy requiring adherence to ethical business practices, adopting the same principles as Adhex's Code of Business Conduct for suppliers.

Environmental stewardship

We expect from our suppliers a strong commitment to protect the environment. This is essential within Adhex.

It involves reducing the energy and resources consumption, reducing the greenhouse gases (GHG) emissions and the carbon footprint, preserving natural resources and biodiversity, recycling and increasing the amount of recycled content, managing the waste on the more possible sustainable way, encouraging the eco-design and considering the end-of-life of purchased products.

We especially expect from our raw material suppliers to support us in our decarbonisation journey and in the achievement of our target for Net Zero by 2050.

Communication on severe cases

In case of significant cases of violations of human rights or ethics and/or environmental violations and hazards (including pollution, floods, etc.), we expect our suppliers to notify us promptly, to work in coordination with the communities to minimise the local impacts and provide us with reassurance regarding the possible impact on Adhex's ability to comply with its own commitments and ensure our business continuity.

For more information, see our whistleblowing line:

<https://whistleblowing.adhex.com./>

Documentation

On request, we require our suppliers to:

- a. Provide copies of all relevant information required as part of the due diligence process
- b. Complete a self-assessment questionnaire.
- c. Demonstrate what efforts they are making to meet the requirements of this policy provide their own commitments towards Responsible Procurement and related procedures.
- d. Co-operate and use reasonable endeavours to ensure that their subcontractors do the same.

These fundamental aspects of development, as well as our commitments and prerequisites, are detailed in our Code of Business Conduct for suppliers.

5. How we implement it in our purchasing process

Integration in our purchasing decisions

Qualification to enter (and exit) in the supplier's panel. We integrate sustainability-linked criteria in our supplier's qualification process for entering and exiting our supplier's panel. The retention of an insufficient supplier's assessment may be conditional on the implementation of a remediation and / or progress plan.

Calls for tenders. We integrated sustainability-linked requirements in our call for tender's process.

Risks map. We integrated sustainability-linked criteria in our suppliers' risks platform and monitor them through our alert mechanism.

Contracts. We consider the Supplier manual (see below) as the contractual document between our supplier and Adhex. It includes also sustainability-linked criteria.

Monitoring and piloting the performance

We regularly take measures to monitor our suppliers and eventually implement action plans to remedy any issues:

- We can conduct on-site visits and/or audits with sustainability-linked criteria
- We can carry out assessments via questionnaires which are then analysed by the category buyer(s). Questionnaires also integrating sustainability-linked criteria.
- We proceed to a gap analysis between the expected success criteria and the results

- We expect our suppliers to engage in a collaborative approach to define jointly the adequate improvement plans or eventually corrective action plan, to provide transparency and to provide the required information when needed
- We support our strategic suppliers to improve their environmental, social and ethics practices

Those steps are piloted by the Group's Responsible Procurement department and the related performance KPIs might be communicated in the sustainability report.

Tools and related documents

Our Responsible Purchasing policy is part of a set of documents:

Code of Business Conduct for suppliers. This Code describes the Adhex's social, environmental and ethical requirements of its supplier. It must be considered and signed before the start of any business relationship. This is a quantitative indicator that we follow regularly.

Supplier manual. This key document is designed to define the conditions applicable to the operations between Adhex and its suppliers related to Compliance, CSR, Quality (including Project management) and Logistics.

Training and support

We are devoted to providing our suppliers with the greatest possible support, as well as our knowledge and expertise in the area. This can take the form of informational meetings, training, or documentation.

6. Governance

Governance

This policy is presented by the President of Adhex and by the Head of Responsible Procurement to the Management Committee.

The Head of the Responsible Procurement oversees implementing it for our suppliers.

Incentives

The achievement of Responsible Procurement objectives is integrated into the performance management of the Responsible Procurement team, including the suppliers' quality team.

7. Review

Adhex will periodically review this policy and the implementation programme, with respect to its suitability and effectiveness.

8. References

Adhex references

- Adhex Code of Ethics | [Code of Ethics | Adhex](#)
- Adhex Code of Business Conduct for suppliers
- Adhex Human Rights policy
- Adhex Health, Safety and Environmental policy

International references

- United Nations' Human Rights Charter | [udhr booklet en web.pdf](#)
- International Labour Office | [International Labour Standards | International Labour Organization](#)
- United Nations' Global Compact | [The Ten Principles | UN Global Compact](#)