

Building a sustainable business

Supplier Code of Conduct



CHRYSA


Message from the CEO

Dear Valued Suppliers,

As the CEO of Chrysal, I am delighted to have you in or to welcome you to our global network of partners, each playing a crucial role in our shared journey towards excellence. Our commitment to delivering unparalleled products and services to our customers extends beyond our internal operations – it is deeply rooted in the collaborative relationships we forge with our esteemed suppliers. We recognize that the success of our global company is intrinsically tied to the strength of our supply chain. It is with this understanding that we introduce our Global Supplier Code, a testament to our unwavering dedication to the highest standards of business conduct, ethical practices, and corporate responsibility.



Sustainability: A Collective Imperative

In today's dynamic business landscape, sustainability is not merely a buzzword but a shared responsibility. Our Global Supplier Code places a paramount emphasis on sustainable practices, urging each partner to embrace eco-friendly initiatives, reduce environmental impact, and contribute to a more sustainable future. Together, we can drive positive change and create lasting value for generations to come. Our purpose is to contribute to a zero-impact floriculture industry. We aim to be carbon neutral by 2030, fully circular in 2040 and increase biodiversity. We have many projects ongoing to be able to comply with the Corporate Sustainability Reporting Directive in Europe and local laws and regulation in the countries we operate in. Your input is invaluable, but also required to support us in our purpose.

Social Governance: Empowering Communities, Ensuring Fairness

We believe in the power of business to uplift communities. Our values of Customer First, Passion, Diversity & Integrity as well as Curiosity & Innovation places a strong emphasis on social governance, encouraging fair & living wage & labor practices, diversity, and inclusivity. By upholding human rights and fostering a supportive workplace environment, we aim to make a positive impact on the lives of those who contribute to our shared success. On our website you will find shortly our newly defined Speak Up policy aimed at continuous openness about any matter in this respect internally and externally.

Innovation: Pioneering the Future Together

Innovation is the cornerstone of progress. Our Global Supplier Code encourages a culture of continuous improvement and innovation. We invite you to bring forward new ideas, technologies, and processes that push the boundaries of what's possible. By fostering a spirit of innovation, we can stay ahead of the curve and collectively shape the future.

Quality: A Non-Negotiable Standard

Quality is the bedrock of our reputation, and we hold ourselves and our partners to the highest standards. Our Global Supplier Code reinforces the importance of delivering products and services of exceptional quality, ensuring customer satisfaction and maintaining the integrity of our brand.

Reliability: Building Trust Through Consistency

Reliability is at the heart of every enduring partnership. As our valued suppliers, your commitment to consistent and reliable delivery is indispensable. Together, we can exceed customer expectations and solidify our standing as a globally trusted brand.

In closing, I extend my sincere appreciation to each supplier in our network. Your dedication to excellence, adherence to our Global Supplier Code, and shared commitment to sustainability, social governance, quality, and reliability are integral to our collective success.

Thank you for being an essential part of Chrysal International.

Sincerely,

Remko Muntinga
CEO Chrysal International

Towards a zero impact future

As Chrysal we are committed to make a positive contribution to society through our global operations. With our Chrysal Cares program we aim to achieve that through our four sustainable pillars, known as;

- 🌱 **Fighting climate change;**
- 🌱 **Contributing to a sustainable economy;**
- 🌱 **Caring for employees & people;**
- 🌱 **Striving for a positive environmental impact.**

We expect our suppliers to help us fulfil our commitment by reflecting our principles in their own business practice. Our 'Chrysal Supplier Code applies to all suppliers from who we purchase. To clarify our expectation, the Chrysal Supplier Code outlines our principles that we deem to be the most relevant for ourselves and our suppliers divided in three categories, known as;

- 🌱 **Business conduct & ethics;**
- 🌱 **Human rights & labour;**
- 🌱 **Quality, environment, safety & health.**

We expect our suppliers to assist us to fulfill the principles by reflecting them in their own business practice. Moreover, we expect our suppliers to replicate these standards further down the supply chain. We further expect our suppliers to be in compliance with internationally recognized standards on business conduct, human rights and the environment with due considerations to the Chrysal values & principles. We do reserve the right to not further continue business with our suppliers in case they do not agree with our principles or when there is no commitment to implement our principles.



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Business conduct & ethics

We consider integrity and reliability in relationships with all stakeholders as essential preconditions for sustainable business. We also believe that ethics is a requirement for human life.

We will be able to do business and reach our goals once an ethical standard is the profound base of human interaction. Our principles and thus those of Chrysal suppliers related to business conduct & ethics are:

- 🌍 Business and all its activities of the company are compliant to all relevant, applicable (local) laws and regulations.
- 🌍 The business environment is open, fair and competitive.
- 🌍 Money laundering, extortion or any other form of corruption are not practiced and will not be tolerated.
- 🌍 All business-, commercial- and financial information of Chrysal and its employees are treated as confidential and will not be disclosed to third parties.
- 🌍 Confidential data of Chrysal is managed in protected systems only for legitimate business purposes to only those with the allowed access.
- 🌍 Conflicts of interests, both private and business-wise, that could occur are proactively addressed.
- 🌍 Gifts and inducements to influence business or other decisions are not accepted.
- 🌍 In case applicable, alternatives to animal testing are used. When animal testing is required, it will be reduced to the minimum possible and in the most humane scientifically valid protocol.



Human rights & labour

We endorse the values enshrined within the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organization based on respect for the dignity of the individual without distinction of any kind.

We create a caring workplace for our employees by valuing health and safety as a high priority and responsibility and by ensuring equality and diversity. Our principles and thus those of our suppliers related to human rights are:

- 🌍 Working conditions allow for safe working practices and support the occupational health of employees.
- 🌍 Employees will not exceed the maximum set working hours by national law and by ILO standards.
- 🌍 Employees will be given periodic leave and remuneration for work performed.
- 🌍 Allowance is made for freedom of association and negotiations leading to collective agreements.
- 🌍 Personnel is employed based on the principle of equal opportunity, without distinction of any kind.
- 🌍 Responsibility for the communities is taken in which business takes place.
- 🌍 Local sourcing, local job creation and local environmental development is promoted.
- 🌍 There is no participation in child-, forced- or bonded labor.



Quality, environment, safety & health

We strive to treat the environment with due care. We endeavor to comply with legislation applicable to our operations and products in all relevant jurisdictions and are vigilant to comply with environmental standards.

Continuous improvement is a daily activity to always ensure the best standard possible. Our principles and thus those of Chrysal suppliers related to quality, environment, safety & health are:

- ④ Contribution to a circular economy and sustainable initiatives is practiced.
- ④ Production processes are designed to make an efficient use of available resources and to minimize the environmental impact.
- ④ Waste disposal responsibility is taken with the incentive to prevent waste at the source, promotion of product design for the environment and supporting the achievement of public recycling.
- ④ Communication internally and externally is proactive in case recipe or process changes, which could affect the agreed quality standards.
- ④ A healthy physical and mental working environment is provided.
- ④ Safety measures are taken and protocols in place, in order to provide a safe working environment.
- ④ Safety information is always up to date and available.





CHRYSA Cares

Zero impact flower industry

Join our quest at chrysal.com



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