



Formosa Plastics Corporation, U.S.A. (Formosa) and subsidiaries are growing, vertically-integrated suppliers of plastic resins and petrochemicals. Everything we do at Formosa and our subsidiaries is measured against the Guiding Principles that form the foundation of our business: Leadership, Customer Focus, Social Responsibility, and Continuous Improvement.

This Supplier Code of Conduct sets our expectations for supplier behavior. These guidelines are based on the United Nations Sustainable Development Goals, the 10 principles of the United Nations Global Compact Initiative, and the United Nations Guiding Principles on Business and Human Rights. We are committed to following the principles below and expect that our suppliers are as well.

Human Rights & Fair Labor Practices

- **Freedom of Association & Collective Bargaining** – Suppliers respect employees' legal right to join associations and worker organizations.
- **Forced, Compulsory, and Child Labor** – All work must be voluntary and based on free choice. Suppliers do not use forced labor, including: modern slavery, human trafficking, child labor, and prison labor. There is no threat of or actual physical, sexual, psychological or verbal abuse used as disciplinary measure. Workers must be free to end their employment at any time.
- **Discrimination** – Suppliers do not discriminate in their hiring and employment practices on the basis of race, ethnicity, skin color, gender, age, religion, sexual orientation, marital status, national origin, or disability. Hiring decisions must be based on skill, qualifications, and experience. Suppliers comply with all applicable employment discrimination laws.
- **Harassment and Abuse** - Suppliers commit to a harassment and abuse free workplace. They provide a workplace free of psychological, verbal, sexual, or physical harassment, and additionally ensure that their employees are not subjected to abuse of any kind. Suppliers comply with all applicable harassment and abuse laws.
- **Appropriate Work Hours and Wages** - Suppliers comply with all applicable laws on minimum wages, working hours, overtime, and benefits. Work weeks do not exceed the maximum number of hours set by local law. Employees are compensated for overtime at the legally-required rate.

Environment, Health, & Safety

- **Environmental Compliance & Reporting** – Suppliers comply with all applicable health, safety, and environmental laws and promote the safe management and disposal of their products. Suppliers use a management system to ensure they legally and safely handle waste, air emissions, and wastewater. Suppliers acquire and keep up-to-date all required

environmental permits, approvals, and registrations, and follow their reporting requirements.

- **Environmental Impact** – Suppliers strive to minimize their negative impact on the environment, climate, life on water, and life on land. Suppliers have a strategy to use resources more efficiently and move toward renewable energy where possible.
- **Occupational Health & Safety** – Suppliers comply with all applicable workplace health and safety laws and regulations to mitigate safety risks to employees. Suppliers ensure a safe workplace through appropriate training, procedures, and personal protective equipment. When there are hazards, suppliers are responsible for protecting employees with personal protective equipment and informing them of the risks associated with these hazards. Employees participate in necessary training before beginning work.
- **Emergency Preparedness** - Suppliers have emergency preparedness plans and make employees aware of emergency response procedures. This includes, but is not limited to, training, drills, hazard detection, and reporting.

Ethics & Compliance

- **Business Integrity** - Suppliers work against all forms of corruption and do not take advantage of anyone through unfair practices. Suppliers will avoid any interaction with a Formosa employee that may appear to conflict with that employee acting in the company's best interests. Suppliers will disclose any close personal relationships with a Formosa employee. Suppliers maintain truthfulness, transparency, and accuracy in their record keeping.
- **Bribery** - Suppliers prohibit all public sector and commercial bribery, corruption, and money laundering. Suppliers will not offer any incentive, gift, or anything of value to a Formosa employee, friend, or family member to secure or retain Formosa's business. Suppliers prohibit any gifts with the goal of influencing business decisions.
- **Fair Trade** – Suppliers comply with all applicable trade laws and regulations, such as antitrust, fair competition, and trade controls.
- **Privacy and Confidential Information** - Suppliers respect the intellectual property rights, privacy, and confidential information of all business partners, including Formosa and its employees. Suppliers comply with all applicable data privacy laws and protect Formosa's confidential and proprietary information. Such information should not be shared unless disclosure is authorized.

Company Acknowledgement

I have read Formosa Plastics Corporation, U.S.A. and subsidiaries' Supplier Code of Conduct and confirm that _____ (company name) conforms to requirements noted therein.

SIGNATURE	DATE
PRINTED NAME	TITLE