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ST-MG-018	CONTROLLED	POLICY	00	Oct-20	HSEQ	MANAGEMENT

## STATEMENT FOR SLAVERY AND HUMAN TRAFFICKING

This statement covering our financial year 2019 is made pursuant to Section 54 of the Modern Slavery Act 2015 (UK), and is approved by the Board of Directors of DOSAS.

### 1. Our organizational structure and supply chains

DOSAS is a global chemicals company serving customers in energy industries. We provide expertise, application know-how and chemicals that improve our customers' product quality, process and resource efficiency. Our focus is on energy and water treatment.

Our business is organized into two customer-based segments: Energy industry -Water. Our Sourcing function is globally responsible for strategic spend management, while our Supply Chain Management function provides supply chain related services on a regional level to our business segments.

### 2. Our key policies concerning our business relationships

Our supplier risk and compliance management defines the requirements for suppliers to do business with DOSAS, as well as provides tools and processes for mitigating sustainability risks with our suppliers.


DOSAS Code of Conduct sets the minimum standards of expected behavior for our employees and business partners, including respect and support to the human rights. Our internal policies and procedures provide more detailed guidance to steer our daily work and decision-making. Every DOSAS employee receives regular training on our Code of Conduct. DOSAS has zero tolerance for violations of this Code.

According to DOSAS' Sourcing and Procurement policy, all of our suppliers must follow our Code of Conduct for Business Partners (CoC-BP) in relation to all of their dealings with DOSAS. The CoC-BP sets standards for business integrity, respecting human rights and appropriate working conditions, and protecting the environment. The CoC-BP is communicated to all suppliers through the ordering process as part of DOSAS terms and conditions. Supplier adherence to these principles is controlled in different stages of our Sourcing processes starting from the new supplier screening / new vendor creation process, to contracting where the commitment to our CoC-BP is integrated in the contract templates. Finally, we have continuous monitoring in place for those contracts exceeding certain spend thresholds to make sure we are reasonably covered. Reporting on any misconduct relating to DOSAS or our business partners can be sent to email address [operation@dosas.nl](mailto:operation@dosas.nl).

### 3. Key activities to ensure compliance with our policies on business relationships

**Code of Conduct training of DOSAS employees:** Every employee is expected to comply with DOSAS' Code of Conduct. All people managers and leaders are responsible for implementing the Code within their teams. We also train selected employee groups on more specific compliance matters, such as anti-bribery, competition compliance and insider information.

**Assessments of suppliers:** Our company also set the program to audit suppliers regarding the sustainability assessment, ethical assessment and quality assessment as per yearly basis.

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**Integrated management system covering our operations:** DOSAS has a principle that all operations under our Integrated Management System meet the international standards ISO 9001:2015 for Quality, ISO 14001:2015 for Environment, and ISO 45001:2018 for Occupational Health and Safety. Our Integrated Management System is externally audited through a three-year audit scheme.

