



## Manufacturer of complex molecules with high added-value

PCAS is a technology-oriented fine chemical group serving globally industrial customers since 1962.

**Our core expertise:** the development of processes and the production of complex molecules for Life Sciences and Specialty Chemicals Markets.

**Ours Values:** **Ambition, Innovation, Engagement, Integrity.**

**We encourage you to share this document within your organization and pass it along to your own sub-contractors, suppliers and employees.**

PCAS reserves the right to terminate any contract with a supplier who does not comply with the Code. You may ask question or report misconduct at [csr@pcas.com](mailto:csr@pcas.com).

### SUPPLIER CODE OF CONDUCT

#### LAW AND REGULATIONS

The Supplier must respect applicable laws and regulations in place where it operates.

**LABOR** according to the conventions of the *International Labour Organization*: <http://www.ilo.org>.

Employment is freely chosen. Freedom of association and the right to collective bargaining are respected. Child labor (less than 15 years of age or 18 years of age for dangerous works) shall not be used. Living wages are paid. Working hours are not excessive. No discrimination is practiced. Regular employment is provided. No harsh or inhumane treatment is allowed.

#### HEALTH AND SAFETY

Working conditions are safe and hygienic to prevent risks of accidents and exposure to hazardous substances.

#### ENVIRONMENT

Supplier makes effort to minimize the environmental impact of its activities, in particular to preserve natural and non renewable resources.

#### BUSINESS INTEGRITY

The supplier works against corruption in all its forms, where applicable, including extortions and kickbacks, and collaborates only with partners who follow the same principles.

Business courtesies between Supplier and PCAS in their working relationship must be based on reciprocity and remain reasonable in frequency and value, in order to avoid influencing business.

#### CONFIDENTIALITY

Supplier takes all measures necessary to treat Confidential information provided by PCAS appropriately and to ensure that they remain confidential.