



## Sustainable Procurement Policy

At **Innophos**, we are driven by our passion “to deliver ingredients that improve quality of life.” To support this, Innophos partners with world-leading, food & beverage, health & nutrition and industrial suppliers to create science-based solutions and embraces sustainability. We believe it takes more than a strong business to build a great company, and to be a good company we must first do good as a company.

Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing the highest standards for environmental, social, ethical, and economic practices
- Identifying and mitigating risks associated with our procurement strategies
- Ensuring communication of our policy with stakeholders, both internal and external, and raising awareness among our suppliers

We are building connected supply chains to ensure we’re nourishing the world in a safe, responsible, and sustainable way. We are pursuing innovative solutions with technology, training, and tools that strengthen sustainability and are delivered through the products we provide. In compliance with our commitment to these goals, we also expect our suppliers to aspire to meet these same standards in their respective business operations, including but not limited to:

### ENVIRONMENT

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction
- Undertake initiatives to promote greater environmental responsibility such as:
  - Responsible waste management and disposal
  - Reduction of greenhouse gases and other emissions harmful to the environment
  - Conservation of nonrenewable natural resources
- We aspire to collaborate with our suppliers to address any disconnects in the system to enable significant improvements in our supply chain and to co-create a shared solution to any supply chain concerns

### BUSINESS ETHICS

- Obey all relevant international and domestic laws regarding ethical business practices
- Demonstrate existence of procedures to prevent:
  - Money laundering
  - Fraud, bribery, corruption
  - Conflicts of interest
  - Data security issues



#### LABOR AND HUMAN RIGHTS

- Comply with all applicable laws, in accordance with the principles of the International Labor Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment

#### TRANSPARENCY

- We expect all members to adhere to our [Supplier Code of Conduct](#) and be forthcoming regarding business practices in all areas of their respective business
  - By adhering to our Supplier Code of Conduct, suppliers are making their contribution to sustainable development more transparent for us and our stakeholders.

**Innophos** acknowledges that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable.

Effective: January 1, 2023