



Dow Corning Supplier Code of Conduct

Dow Corning expects its suppliers to follow legal & ethical business practices. This Code applies to people and companies ("Suppliers") that do business with Dow Corning or its affiliates. Any question, contact: ethics@dowcorning.com.

A. ETHICS

- 1. Business Integrity**
Supplier shall maintain integrity in all interactions with Dow Corning. Any and all forms of corruption, extortion and embezzlement are strictly prohibited
- 2. No Improper Advantage**
Bribes shall not be offered or accepted by Supplier. Supplier shall not offer any Dow Corning employee any gifts, payments, fees, services, discounts, valued privileges or other favors where these would improperly influence the employee of Dow Corning. Dow Corning employees can be offered common courtesies normally associated with accepted business practices, if these are offered openly and are not a bribe, payoff or secret compensation.
- 3. Conflicts of Interest**
Supplier shall not engage Dow Corning employees, or their family members to serve as officers, directors, employees, agents or consultants for it, except with prior notification to Dow Corning's Procurement Director. Any such relationship which may cause an actual or perceived conflict of interest should be reported to Dow Corning's Ethics Helpline at 1-800-898-9483.

B. LABOR

- 1. Labor Conditions**
Forced, bonded or indentured labor, involuntary prison labor or child labor is not to be used. All work will be voluntary, and workers should be free to leave upon reasonable notice.
- 2. Wages and Benefits**
Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- 3. Non-Discrimination**
Supplier shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, or marital status.

C. HEALTH & SAFETY AND ENVIRONMENTAL

- 1. Safety**
Worker exposures to potential safety hazards (e.g., electrical and other energy sources, fire, vehicle, and fall hazards) are to be controlled through proper design, and controls.
- 2. Hygiene**
Worker exposure to hazardous chemical, biological and physical agents is to be identified, evaluated, and controlled.
- 3. Environmental Permits, Regulations and Standards**
All required environmental permits and registrations shall be obtained, maintained and kept current. Chemicals and other materials posing a hazard if released to the environment shall be identified and managed in accordance with applicable laws and standards.