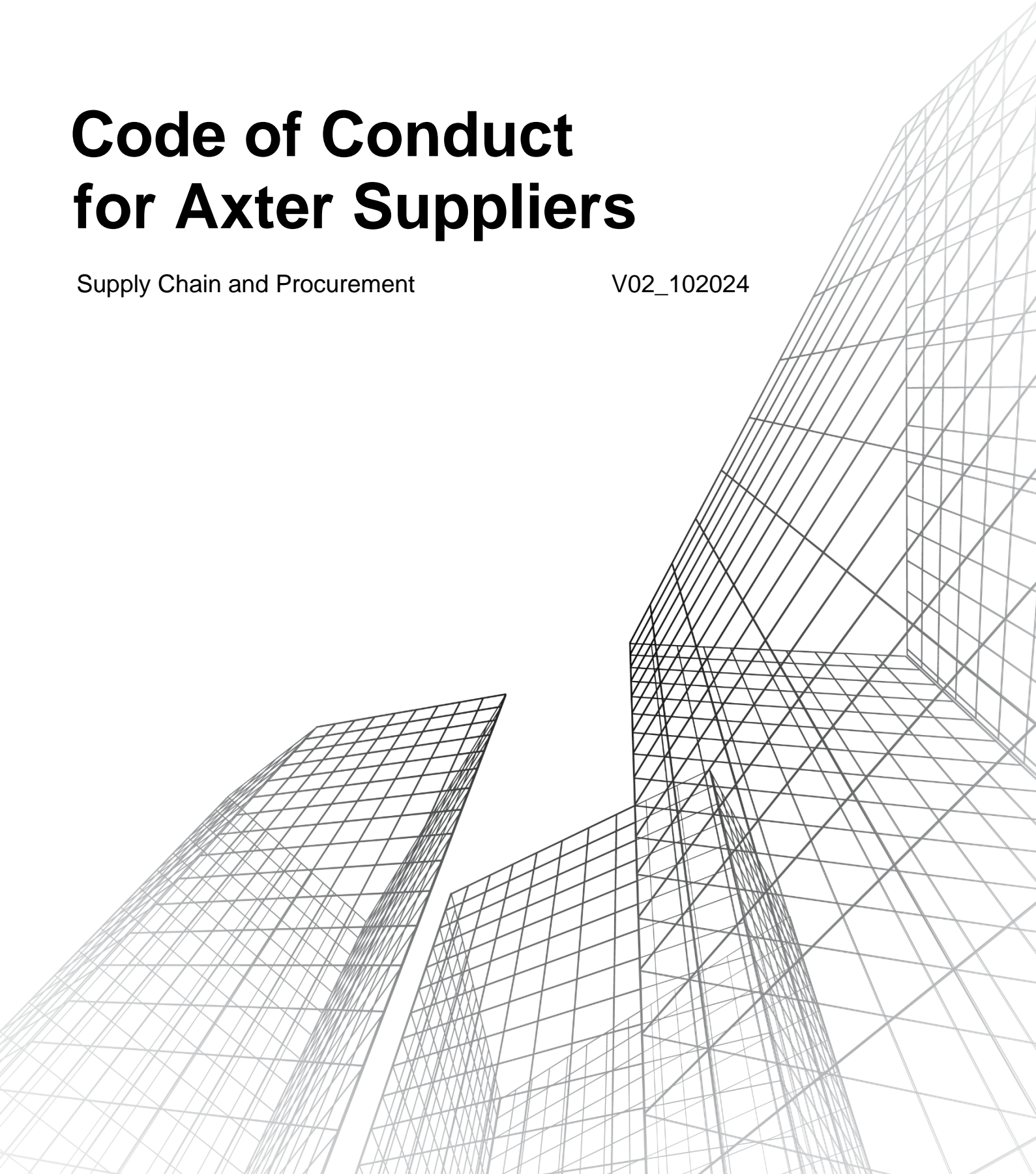




Code of Conduct for Axter Suppliers

Supply Chain and Procurement




V02_102024



The Axter Code of Conduct for Suppliers defines the basic company mandatory requirements and processes ensure the effective establishment of the specified environmental, compliance and labour standards.

The supplier declares herewith to:

<p style="text-align: center;">Legal Compliance</p> 	<p>Comply with the laws and regulations of the applicable legal systems.</p>
<p style="text-align: center;">Human Rights and Labor Practices</p> 	<p>To ensure respect of all internationally proclaimed human rights by avoiding causation of and complicity in any human rights violations.</p> <p>Prohibition of Forced Labor; Prohibition of Child Labor; Non-Discrimination and Respect for Employees; Freedom of Association; Working Hours, Wages & Benefits for Employee; Occupational Health & Safety, Security Forces; Grievance Mechanism.</p> <p>Axter policies are posted here Axt.Ext.Anti-SlaveryHuman-Trafficking-Statement_V6_10072024.pdf (axter.co.uk) Axt.Ext.Whistleblowing-Policy_V04_02102024.pdf (axter.co.uk)</p>
<p style="text-align: center;">Fair Operating Practices</p> 	<p>Fair Operating Practices Anti-Corruption and Bribery; Fair Competition, Antitrust Laws and Intellectual Property Rights; Conflicts of Interest; Anti-Money Laundering, Terrorism Financing; Data Privacy; Foreign Trade Regulations.</p>

	<p>Axter policies are posted here Axt.Ext.Bribery-Anti-Corruption-Policy-V03_02102024.pdf (axter.co.uk)</p>
<p>Environmental and Climate Protection, Protection of Natural Resources</p> 	<p>Act in accordance with the applicable statutory and international standards regarding the environment.</p> <p>Minimize environmental pollution and make continuous improvements in environmental protection.</p> <p>Establish a reasonable environmental management system, policy, objectives.</p> <p>Reduce the emission of air pollutants, water pollution.</p> <p>Make continuous improvement in environmental protection.</p> <p>Axter policy is posted here https://axter.co.uk/sustainability</p>
<p>Responsible Minerals Sourcing</p> 	<p>Take reasonable efforts to avoid in its products the use of raw materials which originate from Conflict-Affected and High-Risk Areas and contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects.</p>
<p>Supply Chain</p> 	<p>It is important to Axter that our partners take active steps to promote and implement compliance with our Code of Conduct or their own equivalent code of conduct in their supply chain.</p> <p>To establish own ethical, social minimal requirements in your supply chain. Assess your supply chain and measure performance and compliance to the different requirements.</p> <p>Axter policy is posted here Axt.Ext.Environmental-Policy_V05_02102024.pdf (axter.co.uk)</p>