



SUPPLIER CODE OF CONDUCT



INTRODUCTION

Sustainability in Today's Construction: A Continuous Commitment

At Xypex, sustainability isn't a new concept; it's been our guiding principle since the company's creation in 1969. In today's context, sustainability means building and developing in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs.


We are strictly committed to high standards of legal compliance and business values, inside our own global operation as well as across our entire supply chain.

Our long-established core values continue to guide every Xypex interaction and to define the conduct and behaviour that enhances the trust, confidence, and long-term relationships with our customers and our international team of licensees and distributors.

Xypex expects its suppliers to embrace and enforce the same values in their supply chain network. Therefore, we carefully evaluate our suppliers and approve them only after they have gone through a screening and qualification process.

This Supplier Code of Conduct defines our expectations and provides our suppliers with the guidelines regarding requirements to be met when supplying goods or services to Xypex anywhere in the world.

We extend our commitment to responsible sourcing by helping suppliers improve their sustainability track record. Together, we want to ensure that we all are in line with the standards as defined in this document.



APPLICATION

This Supplier Code of Conduct shall govern the relationship between Xypex and Supplier. The term “supplier” as used in this document refers to a legal or natural person, which – as a third party and based on a contractual agreement – provides any type of raw material, good, technology, know-how or service to Xypex and/or its subsidiaries.

COMPLIANCE

Supplier assures full compliance with all applicable laws and international standards. This includes the Universal Declaration of Human Rights, the core conventions of the International Labor Organization on labor standards, and all applicable local, national and international laws concerning anti-corruption, fair competition, non-proliferation and export controls, sanctions and embargos, environment-health-safety protection, permits and licenses to operate, as well as secrecy and privacy protection.

CONFLICT OF INTEREST

Supplier assures zero tolerance for any form of bribery, corruption, or money laundering. This means that Supplier does not engage in offering or accepting any kind of incentive, kickback, gratuity, gift or other unlawful favor with the intention to receive favorable commercial advantage towards public officials, or any third parties related to a public official, or any individuals or entities.

Supplier must be free of any conflict of interest when fulfilling its contractual obligations with Xypex. In case of an actual or potential conflict of interests, please immediately contact brian.ekk@xypex.com.

COMPETITION

Supplier assures full compliance with applicable competition laws.

CONFIDENTIALITY

Supplier must maintain confidentiality regarding all confidential and business sensitive information it exchanges with Xypex. It shall protect personal information it received from Xypex as well as Xypex intellectual property rights with adequate measures.

PEOPLE

Supplier complies with fundamental human, workers', and consumers' rights. All employees must be treated with respect and dignity and shall not be verbally or physically harassed, abused, threatened, or intimidated.

Supplier shall not engage in any practice nor tolerate any circumstance that puts the life or health of workers or consumers at risk. All applicable health and safety standards must be fully met.

Supplier implements suitable internal guidelines and assures adequate training to concerned staff.

Supplier does not discriminate against any specific group of its workforce and promotes diversity and inclusion among its workforce.

Supplier complies with all applicable wage and working hours regulations.

Supplier enforces the prohibition of all forms of child (refers to any person under the age of 15, or under the age of compulsory schooling, whichever is higher) or forced labor (including modern slavery and human trafficking), in accordance with relevant international conventions. Where local laws are stricter, they take precedence. Supplier assures implementation of the prohibition of modern slavery, human trafficking, child and forced labor in its own supply chain network.

HEALTH, SAFETY, AND THE ENVIRONMENT

Supplier implements all applicable environmental, health, safety and transportation standards.

Supplier adopts and continues to improve an effective policy for Health and Safety in the workplace, which is founded on the development of a Safety Management System (SMS) and on individual and group preventative measures to minimize the potential risk of injury and/or stress in the workplace.

Supplier intends to guarantee excellent working conditions at an industrial level, pursuant to the principles of hygiene, industrial ergonomics, organizational processes and individual actions.

Supplier ensures the safe management of waste, air emissions and wastewater discharges along its own supply chain. It strives for increased resource efficiency by means of energy-efficient and environmentally friendly technologies to reduce the use of finite resources, energy consumption, waste, wastewater, pollution, emissions of greenhouse gases, and any other negative impact on biodiversity, the environment, health or safety.

Supplier undertakes to manufacture and sell products that comply with the highest standards in terms of environmental performance and safety in full compliance with legislative and regulatory requirements.

Supplier provides Xypex with all required product safety and labelling documentation.

Supplier regularly assesses potential emergencies and is prepared to implement contingency plans in case of business interruption.

Supplier must have measures in place to assure compliance with applicable non-proliferation, export control, sanctions and hazardous materials regulations.

IMPLEMENTATION AND MONITORING

Supplier must implement above-listed principles in its own supply chain.

This Supplier Code of Conduct represents an integral part of the contractual agreement between Xypex and Supplier, unless Xypex and Supplier – in a separate Declaration of Recognition (see Annex) signed by Xypex – agree that Supplier's own Code of Conduct or similar internal guidelines adequately satisfy all above-mentioned principles and their implementation and thus may be applied in lieu of Xypex's Supplier Code of Conduct.

Supplier grants Xypex the right to assess, by means of targeted questionnaires or third-party audits, compliance with certain or all of the above-listed principles.

Xypex, at any point, shall have the right to propose corrective actions to Supplier. If Supplier is found not to have met above-listed requirements, Xypex may terminate its contract(s) with Supplier.

We,

Company Legal Name _____

Company Address _____

confirm with our signatures below that we accept and demonstrate our commitment to Xypex's Supplier Code of Conduct dated April 15, 2024.

Please return this duly signed Addendum to your Xypex Contact person.

Date: _____

Signature: _____

Name: _____

Title: _____

