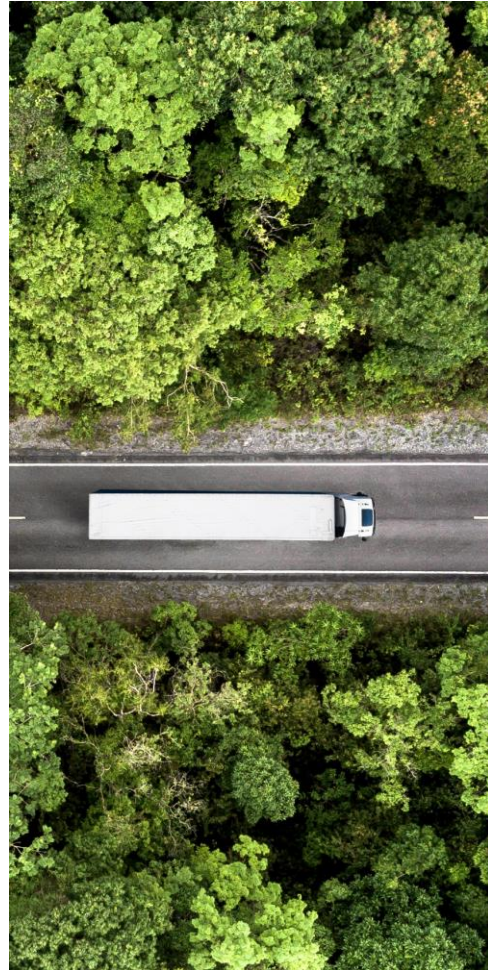




Eminox

EMINOX LTD

SUPPLIER CODE OF CONDUCT



EMx Powered

Technologies for a greener planet

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SUPPLIER EXPECTATIONS

- Through our technologies, ideas and innovations, we are working to make the best possible contribution to a viable future with enhanced quality of life for everyone.
- While Eminox conducts its business within a framework of applicable laws and regulations, for us, compliance with the law is not enough. We strive for more than that. Through our Code of Conduct, we envision a work environment all can take pride in, a company others respect and admire, and a world made better by our actions.
- We view our suppliers as extensions of our company and as an essential part of our extended value chain and commitment to quality. We look for suppliers who demonstrate strong values and commit to the ethical principles outlined in the Supplier Code of Conduct.
- We expect all suppliers to comply with the sound business practices we embrace, follow the law and conduct activities in a manner that respects fundamental human rights.

- **Improper Payments**

- Suppliers must not seek to influence others, either directly or indirectly, by paying bribes or kickbacks or by any other measure that is unethical or that would tarnish Eminox reputation for honesty and integrity. Even the appearance of such conduct must be avoided.

- **Diversity & Inclusion**

- We expect suppliers to embrace diversity and inclusion.
- Suppliers must value the diversity of unique talents, skills, abilities, cultures and experiences that enable people to achieve superior business results

- **Fairness & Non-Discrimination**

- We expect suppliers to select and place employees and sub-suppliers on the basis of their qualifications for the work to be performed, considering accommodations as appropriately needed – without regard to race, religion, nationality, origin, colour, gender, gender identity, sexual orientation, age and/or physical or mental disability.
- We expect suppliers to support and obey laws that prohibit discrimination everywhere where they conduct business.

- **Confidential Information**

- We consider information Eminox owns to be an asset and protect it accordingly.
- Some information we communicate publicly, including advertising, product documentation, news releases and financials. Everything else, we protect through non-disclosure agreements.
- We expect our suppliers to do the same

- **Conflicts of Interest**

- Suppliers must not engage in activities that create, or even appear to create, conflict between the Supplier's interest and the interests of Eminox.
- Eminox employees will not entertain any form of bribery (gifts, favours or entertainment) that have value greater than what is considered reasonable.

- **Fair Competition**

- We expect suppliers to observe antitrust and competition laws where they do business.
- In relationships with suppliers, Eminox avoids arrangements that restrict our ability to compete with others.

- **International Trade Laws**

- We expect suppliers to follow applicable international trade laws including import and export control regulations, and compliance with sanctions and anti-boycott laws.
- Our suppliers have the responsibility to ensure they comply with respective trade laws and regulations in any country where they do business.

- **Protection of Assets**

- We expect our suppliers to preserve, protect and responsibly use all Eminox assets they have access to. This includes tangible as well as intangible assets, such as brands, technology, business information and intellectual capital.
- Suppliers must not make unauthorised disclosures of trade secrets or other sensitive information belonging to the Eminox, our customers, or dealers – either during their contract with Eminox or thereafter.
- When sharing Eminox information with others such as sub-suppliers, the supplier must ensure appropriate controls are in place to protect Eminox interest

- **Health & Safety**

- We expect suppliers to put SAFETY FIRST with an aspirational goal to prevent all injuries, occupational illnesses and safety incidents.
- Our suppliers must actively promote the health and safety of every one of their property with policies and practical programs that help individuals safeguard themselves, their co-workers and Eminox employees
- Our commitment to safe practices extends throughout our value chain – from suppliers to end users.
- We expect suppliers to provide Eminox with products and services that are safe and reliable

- **Human rights**

- Eminox is committed to respecting internationally recognized human rights throughout our global operations
- Eminox aims to align to the principles described in the United Nations Declarations of Human Rights (UNDHR) and the International Labour Organisation (ILO) 1998 Declaration on Fundamental Principles and Right at Work.
- We are committed to working with our suppliers and business partners to uphold these principles as they undertake similar assessments of their own business and to develop our own approach to respecting human rights

- **Innovation**

- We expect suppliers to leverage technology and customer insight to improve product performance, promote remanufacturing to extend product life and make job sites for productive, safer and more efficient.

- **Waste reduction**

- Our suppliers are expected to develop policies and procedures to reduce by-product material, minimize or eliminate hazardous waste, increase the recycling of waste streams, ensure proper disposal and recycling methods are employed, and improve overall efficiency of products, processes, services and solutions

- **Conflict-Free Sourcing**

- Eminox encourages its suppliers to manufacture components, parts or products containing Conflict Minerals to procure these materials from conflict-free sources.
- We expect our suppliers to adopt, implement and communicate to their supply chains their position and policies regarding Conflict Minerals, and where possible, require their down-stream suppliers to adopt and implement similar positions and policies.
- Suppliers are expected to work with their suppliers to trace conflict minerals at least to smelter level and encourage the use of a standard reporting process.
- Eminox reserves the right to request its suppliers to provide further evidence of their conflict mineral supply chain, including down to the mine level.
- We expect suppliers to maintain such traceability data for five years and provide this information to Eminox upon request.

- **Environmental Responsibility**

- We expect suppliers to focus on improving the quality and efficiency of their operations while reducing their environmental impact.
- We expect them to support environmental stewardships by utilizing business processes that enable prevention, improve quality and promote the efficient use of resources in their locations.
- Suppliers are required to comply to environmental laws and regulations.
- Suppliers to minimize your negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.
- Suppliers to protect your employees and neighbours' life and health, as well as the public at large against hazards inherent in your process and products.
- Suppliers to prohibit unlawful eviction and unlawful taking of land, forests and waters.

- **Emissions reduction**

- Eminox recognises energy is a key requirement for sustainable progress and development around the world and is foundational to economic and social development. Greenhouse gases have the potential to affect climate patterns.
- Our suppliers are expected to implement policies and procedures to reduce greenhouse gas emissions, work towards minimizing emissions to the air, improve energy efficiency and increase the use of co-generation and alternative or renewable energy sources.

- If you become aware of a circumstance or action that violates, or appears to violate, this SUPPLIE CODE OF CONDUCT, please contact Eminox:
 - DIRECT LINE - +44 1427 810088



Through our empowered workforce and robust engineered solutions we will deliver a greener planet, together

