

Supplier Code of Conduct

This Code of Conduct has been drawn up for Bodotex's suppliers, contractors & subcontractors (hereinafter the "Suppliers") and formalizes the commitments expected by Bodotex in terms of environment, health & safety, human rights and business integrity.

By adopting this Code of Conduct, the Supplier undertakes to use its best efforts to implement all the principles it contains and to ensure that its own suppliers and subcontractors do likewise.

We intend to collaborate with suppliers who are willing to ensure the principles of sustainable development. We want to partner with our suppliers to further develop their sustainability performance in our supply chain.

This Supplier Code of Conduct sets out the minimum standards that we expect from our Suppliers and their supply chains. These principles should be viewed as 'best practice' expectations.

Environment

We expect our suppliers to be committed to sustainable development and minimizing the negative impact of their operations on the environment.

Suppliers must

- comply with all applicable environmental, health & safety regulations
- handle, store and dispose hazardous waste in an environmental safe manner
- handle chemicals in a safe way
- work actively to reduce your environmental impact

Health & Safety

Suppliers must provide employees with a safe and hygienic work environment consistent with all applicable laws and regulations. As a minimum

- implement procedures and safeguards to prevent workplace hazards and work-related accidents and injuries
- provide safety training and access to protective equipment when appropriate
- provide access to clean toilet facilities

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Human Rights

It is expected all employees are treated in a fair and equitable manner.

- minimum age for access to work must be followed, all forms of violence, coercion or child exploitation are unacceptable. Child labour is strictly prohibited. The term "child" refers to any person under the age of 15 or below the age of mandatory education or under the minimum age for employment in the country whichever is higher
- workers under the age of 18 shall not work under hazardous conditions
- comply with minimum wages and working hours in accordance with local laws
- recognize the freedom of association and right to collective bargaining
- no harassment or discrimination of any kind. Everyone is subject to the same rights and must be treated fair and equally

Business integrity

Suppliers must conduct business ethically, transparently and in accordance with all applicable laws and regulations.

- Any and all forms of corruption, extortion and bribery are strictly prohibited and may result in immediate termination and legal action
- Supplier shall not offer Bodotex' employees any gifts, hospitality or payment of expenses that exceed reasonable and customary standards of hospitality or for the purpose of influencing or appearing to influence a business decision
- Supplier must comply with all applicable import and export control laws and regulations including sanctions, embargoes, and anti-boycott rules
- Never engage in fraud, money laundering or terrorist financing, or help third parties to commit these acts
- Supplier must protect all confidential information provided by Bodotex and its business partners and respect all intellectual property rights
- Only use subcontractors or other third parties who comply with all applicable laws and regulations, and who adhere to the same (minimum) standards set forth in this code

If supplier identifies any areas in its operations that do not conform to this code, supplier shall report such non-compliance to Bodotex and immediately implement necessary improvements to achieve compliance with this code.

Bodotex reserves the right to terminate its business relationship and contract with any supplier who refuses to comply with this code.

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