Supplier Code of Conduct

At Bodotex, we are committed to conducting business responsibly, ethically, and sustainably. We believe that long-term partnerships with our suppliers are built on shared values of integrity, respect for human rights, environmental stewardship, and continuous improvement.

This Supplier Code of Conduct outlines the minimum standards we expect from our suppliers, contractors, and subcontractors (hereinafter "Suppliers") and serves as a foundation for collaboration toward sustainable development.

By adopting this Code, 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.

Environment

Suppliers must 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 harzardous waste in an environmental safe manner
- handle chemicals in a safe way
- work actively to reduce environmental impact , including emissions, waste, and resource consumption

Health & Safety

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

suppliers must

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

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Human Rights

All employess must be treated in a fair and equitable manner.

Suppliers must

- follow minimum age requirements for employment. 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
- ensure workers under the age of 18 do 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
- prevent 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.

Suppliers must:

- prohibit all forms of corruption, extortion and bribery. It is strictly prohibited and may result in immediate termination and legal action
- not offer Bodotex' employees gifts, hospitality or payment of expenses that exceed reasonable and customary standards of hospitality or that may influence business decisions
- 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
- protect all confidential information provided by Bodotex and its business partners and respect all intellctual 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

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Data Protection and Cybersecurity

Suppliers must ensure the protection of sensitive information and comply with relevant data protection laws.

Suppliers must

- Protect confidential information, personal data, and intellectual property rights
- Comply with applicable data protection regulations, including the General Data Protection Regulation (GDPR)
- Implement appropriate cybersecurity measures to prevent unauthorized access, data breaches, and misuse of information

Climate Action and Sustainability Goals

Bodotex encourages suppliers to take proactive steps toward climate responsibility.

Suppliers are encouraged to:

- Prepare and maintain climate accounts (e.g., CO_2 footprint)
- Reduce greenhouse gas emissions and transition to renewable energy sources
- Align with the UN Sustainable Development Goals (SDGs) and the principles of the UN Global Compact

Compliance and Monitoring

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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