

## NEMKO GLOBAL SUPPLIER CODE OF CONDUCT

### Meaningful expectations

Nemko expects all Suppliers to companies in the Nemko Group to commit to this Code of Conduct (the “Code”) or undertake similar unilateral obligations in their conduct of business and provision of goods and services, and also to require their own suppliers to implement such requirements.

Suppliers include all providers of goods and services to Nemko, including subcontractors.

For accredited work subcontracted to MSC auditors, Factory Inspectors and others which undertake to comply with the Nemko Global Code of Conduct and Nemko’s Integrity and Impartiality requirements, the Code does not apply.

If it is found that a Supplier is not compliant with this Code, the Supplier shall implement corrective and mitigating actions in collaboration with Nemko. If the supplier continues not to be compliant with the Code, Nemko will take steps to review the terms of the agreements concerned and may impose sanctions, including possible termination of the agreements concerned.

Nemko may reserve the right to audit Suppliers’ compliance with the requirements undertaken. Nemko expects that suppliers will actively audit and monitor their day-to-day management of the applicable requirements and provide evidence to Nemko upon request.

### Compliance with Laws

Nemko’s responsibility is to conduct all business according to high professional and ethical standards and practices, which include Nemko’s Suppliers. All applicable laws and regulations should be complied with in the countries in which the Supplier operates or conducts business.

Where the applicable law sets out stricter requirements than those set out in this Code, the applicable law shall apply. When the Code sets out stricter requirements than applicable law, the Code shall apply.

### Anti-Bribery and gifts & hospitality

Suppliers shall not engage in or tolerate any forms of bribery. Nemko expects Suppliers to respect all applicable local, national and international anti-bribery laws and to ensure adequate procedures are in place to prevent, detect and sanction any corruption, trading in influence and use of facilitation money, directly or indirectly, in their conduct of business and provision of services.

Supplier shall comply with the Nemko global or local gifts and hospitality guidelines.

### Conflicts of Interest

Suppliers shall comply with all applicable laws, accreditation and scheme requirements concerning conflicts of interest and disclose any potential conflicts of interest between us or otherwise related to the transaction.

### Money Laundering

All Suppliers shall take reasonable steps to prevent and detect any illegal form of payments and prevent its financial transactions being used by others to launder money.

### Sanctions

Suppliers shall comply with applicable national or international sanctions regimes (for example, United Nations and EU sanctions) and that they do not transact with physical or legal persons subject to sanctions.



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### Fair Competition, Antitrust and Intellectual Property Rights

Suppliers shall act in accordance with national and international competition laws and not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

Suppliers shall respect the intellectual property rights of Nemko and its customers.

### Accounting and business records

Suppliers shall comply with all applicable requirements for books and records.

### Information handling

Suppliers shall safeguard Nemko's and Nemko's customers' business secrets, they shall process and store any personal data disclosed or generated in connection with the provision of goods or services lawfully, and use information disclosed only for legitimate purposes.

Suppliers of IT support services or digital solutions to be used in Nemko's conduct of business or provision of services shall be ISO 27001 certified or otherwise be able to demonstrate similar levels of applied information security.

### Health & safety and environmental & social sustainability

#### Human rights and decent working conditions

Nemko expects suppliers to respect the human rights and decent working conditions of all personnel involved in its conduct of business and provision of services, and to comply with all relevant laws and regulations safeguarding their collective or individual rights. All employment shall comply with the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#).

#### Health & Safety

Suppliers shall protect and promote a healthy and safe working environment, abiding by local laws and regulations, ensuring health and safety is effectively managed and understood throughout their organization. Supplier shall perform and be able to document regular assessments of the health and safety risks arising for all personnel involved, arising from or in connection with its conduct of business or performance of services for Nemko. Health and safety risks, hazards, incidents, and non-compliance shall be identified, and preventive and mitigating actions implemented.

#### Working hours & remuneration

Suppliers shall respect the right of workers to form or join trade unions and to engage in collective bargaining. Supplier's personnel shall receive remuneration which meets mandatory minimum and industry standards in the countries concerned.

#### Terms of employment

Supplier's personnel shall be provided with clear, written evidence of their employment, detailing the applicable terms in a language understood by the personnel.

Working hours including overtime and time off shall be in accordance with local regulation and industry practice.

#### No harassment

All Supplier personnel shall be treated with respect and dignity. Suppliers shall not tolerate any unacceptable treatment of individuals based on class, cast or social belonging or background or any psychological, sexual or sexualized harassment or discrimination, including gestures, language and physical contact that are sexualized, coercive, condescending, threatening, abusive or exploitative.

#### Promotion of equality

Suppliers shall promote equal opportunities and treatment of all personnel, with no discrimination in



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hiring, compensation, access to training, promotion, termination, or retirement based on skin colour, race, social background, class, caste, ethnicity, religion, age, disability, gender, marital status, sexual identity and orientation, union membership or political affiliation.

### Environment

Supplier shall comply with all applicable environmental laws and regulations, and shall be able to demonstrate environmental policies and management systems that support continuous improvement in environmental performance. In particular, Supplier shall use reasonable efforts to minimize the use of energy, water and raw materials, and maximize the use of recyclable and renewable materials and energy, and use market standard efforts and technologies to minimize and manage waste in a sustainable manner. Further, Supplier shall implement measures to manage its impact on biodiversity and natural ecosystems. Implementation of the requirements and improvement of environmental performance shall be evident through practical and documented measures across all levels of the organization.

To the extent relevant for the Supplier's conduct of business or provision of goods or services, the Supplier shall have in place and be able to document appropriate policies and procedures for alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including 3TG minerals, in order to prevent or limit the purchase or use of these minerals in its supply chain.

### Workers under 18 years old, human trafficking, forced labour and other types of modern slavery

Supplier shall prohibit the use of all types of slavery, forced labour and human trafficking. In particular, Supplier shall ensure that Supplier personnel are not required to hand over passports, ID cards or work permits in connection with employment.

Labour younger than 14 years old shall not be used, directly or indirectly. The employment of young workers shall comply with the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

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Supplier company name

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Supplier representative, date, year