



PRECIPART

PRECIPART'S SUPPLIER CODE OF CONDUCT

Introduction

Precipart upholds a stringent commitment to ethical business behavior, which includes the unequivocal rejection of practices which includes, but not limited to, bribery, corruption, and forced labor. Precipart expects our suppliers to acknowledge and abide by the same high ethical standards by conducting their business with honesty, integrity and in accordance with all applicable laws and regulations.

We expect our suppliers, to comply with all relevant laws, regulations and high ethical standards as outlined in this Supplier Code of Conduct. This code defines the fundamental principles governing your role as our valued supplier.

As a supplier to Precipart, you agree to:

Compliance with Laws

- Comply with all laws and regulations that are applicable to your business, including local laws and regulations outside your home country in which operations are managed or services are provided.
- Compete for all business opportunities fairly, ethically, legally, and comply with all antitrust and fair competition laws regulating competition and trade in each jurisdiction where you conduct business.
- Represent your products and services accurately, accurately record all financial and other business information, maintain effective "disclosure controls and procedures" and comply with applicable regulatory and legal requirements governing the marketing and sale of such products and services.
- Deal fairly and ethically with customers, suppliers, competitors, independent auditors, employees, and any regulatory or government officials and not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing or practice.
- May not speak to the press on Precipart's behalf or publicly disclose our name, logo, products, parts, designs, relationships, or any other non-public information without Precipart's prior written authorization.



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- Exercise due diligence and mitigate potential risks, for any materials and/or suppliers in their supply chain originating from high-risk regions, including those associated with armed conflict, child labor, forced or involuntary labor, human trafficking, gross human rights violations, severe health and safety risks, substantially negative environmental impacts or other similar, reasonably objective, high-risk activities.

Human Rights

- Respect the personal dignity, privacy, and rights of every individual.
- Prohibit any behavior, be it through gestures, language, or physical contact, that is abusive or harassing conduct, sexual, coercive, threatening, or exploitative.

Fair Employment Practices

- Refraining from discriminatory employment practices based on race, color, sex (including pregnancy), marital status, age, national origin, religion, disability, protected veteran status, sexual orientation, gender identity or expression, genetics or any other protected status protected by laws.
- Respecting employees' rights to freely associate and engage in collective bargaining.
- Rejecting the use of child labor, except in compliance with all applicable laws and regulations.
- Rejecting any form of forced labor, including involuntary prison labor, slavery, human trafficking, and providing employees the choice to terminate their employment with reasonable notice.
- Providing fair compensation in adherence to local wage regulations and/or collective agreements, and in the absence of such agreements, ensuring that employees receive compensation sufficient to meet their basic needs.
- Operate in consideration of the International Labour Organisation ("ILO") standards regulating working, resting hours, maximum consecutive days of work and annual leave. Hours worked beyond the normal work week shall be voluntary and provide a rest period of at least 24 consecutive hours in every seven-day period to all employees.



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- Not require workers to pay recruitment fees, either directly or through third parties, as a condition of obtaining or sustaining their continued employment with you.

Health, Safety, and Environmental Management

You must maintain a safe and healthy workplace for your employees and operate your business in an environmentally sustainable manner. This includes but not limited to:

- Appointing a competent person to oversee the health, safety, and environmental programs and improvements within your organization.
- Establishing suitable organizational structures and procedures for effective management of health, safety, and environmental risks.
- Ensuring that all workers are adequately informed about these risks and are appropriately trained in implementing control measures.
- Using resources (water, materials, energy) in a responsible manner. This includes taking reasonable efforts to improve efficiency in the use of electricity, water and the reuse of materials whenever possible.

Material Compliance and Conflict Minerals

In alignment with Precipart's commitment to comply with regulatory and customer requirements regarding the restriction and prohibition of substances, you, as a supplier, are required to ensure that the goods you supply to Precipart comply with the stipulated requirements which includes:

- Declaring any substances listed in the prohibited substances lists of Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"), Restriction of Hazardous Substances ("RoHS"), or other applicable regulations contained in the goods you provide to Precipart.
- Take appropriate action to prohibit the use of conflict minerals and trace the source of 3TG (Tungsten, Tin, Tantalum, Gold) minerals used in goods provided to Precipart.
- Responding promptly to Precipart's requests for evidence of your compliance with these requirements.



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Integrity & Business Ethics

- Maintaining high quality in the products and services you provide and delivering your products and services only in accordance with your documentation, safety, quality control, and other procedures.
- Abstaining from any form of corruption, extortion, and bribery, ensuring that payments, gifts, or other commitments to customers, including Precipart employees, government officials, and any other parties, comply with applicable anti-bribery laws.
- Adhering to anti-trust and competition laws.
- Not using improper or illegal means of gaining competitive information that is confidential or proprietary information owned by others.
- Disclosing to Precipart any potential conflicts of interest related to your role as a Precipart supplier, including any financial interests held by a Precipart employee in your business.
- Safeguarding all confidential information provided by Precipart and our business partners.
- Respecting the intellectual property of others, including Precipart.
- Adhering to international trade regulations and export control regulations.
- Avoiding inappropriate or derogatory comments about other individuals or companies, unprofessional language, and unauthorized financial, legal or business statements.

Secure Business & Information Protection

- Implementing reasonable measures to minimize the exposure of Precipart to security threats such as terrorism, crime, pandemics, and natural disasters.
- When visiting or working at Precipart locations you agree to follow Precipart's security procedures and report any security concerns to the appropriate Precipart channels.
- Ensuring that all sensitive, confidential, and proprietary information of themselves and of others is appropriately protected, including personal data/information, from unauthorized access, destruction, use, modification, and disclosure, through appropriate physical and electronic security procedures, including mitigating emerging risk to information systems by implementing appropriate IT cyber security systems and programs.
- Being expected to assist Precipart in keeping all material nonpublic information about Precipart strictly confidential unless and until Precipart



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makes an authorized press release or other authorized communication or disclosure.

- Respect Precipart's rights in intellectual property, including patents, trade secrets, trademarks, copyrights, and equivalent rights, and comply with our requirements governing their use.
- Complying with all the applicable laws governing intellectual property rights assertions, including protection against disclosure.
- Complying with all applicable data privacy laws and regulations.

Sub-Tier Management

Ensure responsible procurement oversight and regulation practices when providing goods or services to Precipart, either directly or indirectly through tier one suppliers which include, but not limited to:

- Selecting your tier one suppliers based on their adherence to standards equivalent to those outlined in this Supplier Code of Conduct. This selection process emphasizes commitment to ethical, environmental, and social standards.
- Any subcontracted work carried out at Precipart's premises requires prior consent from Precipart and to ensure that subcontractors align with Precipart's policies and standards before conducting any work.

Inspections and Corrective Actions

To ensure adherence to this Supplier Code of Conduct, you are obligated to maintain comprehensive records of all pertinent documentation and furnish supporting evidence upon request. Precipart retains the authority to conduct audits and inspections at your operations and facilities, at our expense and with reasonable advance notice. These assessments may be conducted independently or with the assistance of a third party.

Should an audit or inspection reveal any non-compliance with this code, you are expected to promptly address and rectify the identified issues in accordance with directives provided by Precipart. Failure to comply with this code may result in measures taken against your standing as one of our suppliers, which could include suspension or termination of our business relationship.



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Access to Remedy

If you or your employees believe that the terms of this Supplier Code of Conduct are not being upheld, or that Precipart is not adhering to its own Code of Conduct, we encourage you to raise your concerns to Precipart's General Counsel, Colin M. Miller, at cmiller@precipart.com.

Precipart Group
Switzerland, United States, United Kingdom

Version 01/2024