

## Supplier Code of Conduct

OmniMax is committed to conducting business in an ethical, legal and socially responsible manner. To accomplish this goal, OmniMax operates within a framework of principles, guidelines and policies aligned with this commitment. Doing so is the right thing to do and is critical for protecting, managing, and enhancing our brand and reputation. We also believe that operating within this framework will drive long-term, sustainable growth for OmniMax, our business partners and the communities in which we operate.

OmniMax's Supplier Code of Conduct outlines OmniMax's principles of responsible Supplier management for ethics, labor, the environment, health and safety, and related management systems ("Principles"). OmniMax expects its suppliers to share this same commitment and, as a condition of doing business, requires them to follow these Principles.

The Principles apply to all aspects of the Supply Chain. Suppliers are required to ensure that their employees and all direct or indirect subcontractors and agents acknowledge and comply with the Principles and expectations specified in the Supplier Code of Conduct even when they go beyond local laws and regulations.

OmniMax expects suppliers to:

- Integrate and apply the Principles in a manner consistent with their own supplier programs.
- Operate in full compliance with all applicable national and international laws, regulations, codes and standards.
- Be aware of cultural differences and the challenges associated with interpreting and applying these Principles globally; understand that the methods for meeting these expectations may vary and must be consistent with the laws, values and cultural expectations of the different societies in which we operate.
- Integrate the Principles into a continuous improvement approach that advances supplier performance over time.

## Ethics

Suppliers shall conduct their business in an ethical manner and act with integrity. This expectation applies to:

### Preventing Bribery & Corruption

Corruption, bribery, extortion and embezzlement in any form are prohibited. Suppliers shall not offer, request or accept bribes or permit sub-contractors or others to do so on their behalf. Suppliers shall implement appropriate, ongoing anti-bribery and anti-corruption training for their employees.

### Preventing Conflicts of Interest

Suppliers shall not allow personal or family interests to influence their independence or personal judgment. Suppliers must have financial controls in place to prevent conflicts of interest affecting procurement and financial decision-making.

### Compliance with Applicable Laws & Customer Requirements

Suppliers shall identify and comply with all the applicable national and international laws, regulations, codes and standards, both in the country in which the supplier works and in the country in which the service or products will be provided.

### Communication and Records

Suppliers shall safeguard and make only proper use of confidential information to ensure that company, worker, and personal privacy rights are protected. Suppliers shall communicate with integrity and in line with any confidentiality agreements, disclosing information in a timely and appropriate manner and maintain accurate company books and records. Suppliers shall have appropriate processes to archive and retrieve records that are relevant to investigations or litigations.

### Trade Controls

Suppliers shall comply with trade regulations and restrictions of recognized national and international authorities.

## Labor

Suppliers are expected to uphold the human rights of workers and to treat them with dignity and respect. The Labor elements include:

### Freely Chosen Employment

Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor.

### Prohibitions on Child Labor and Young Workers

OmniMax prohibits the hiring or employment of individuals who are under 18 years of age. To the extent that applicable law is more restrictive, OmniMax will comply with local child labor laws.

In addition, we expect our suppliers to comply with all local legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, and working conditions.

### Non-Discrimination & Fair Treatment

Suppliers shall provide a workplace free of harassment and discrimination based on race, color, national origin, age, gender, sexual orientation, gender identity, pregnancy, disability, religion, veteran status or any other characteristic made unlawful by federal, state or local laws.

If disciplinary procedures are practiced by suppliers, the procedures are expected to be:

- In compliance with all applicable legislation.
- Applied in a standardized fashion.
- Documented in a policy on which all members of management are trained and of which all employees are informed upon hire.

### Wages, Benefits and Working Hours

Suppliers shall compensate workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits.

### Freedom of Association

Open communication and direct engagement with workers to resolve workplace and compensation issues are encouraged. Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation, and join workers' councils.

Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment.

## Environment, Health & Safety

Suppliers shall comply with all applicable regulatory requirements regarding the environment and the health and safety of their operations, and shall operate an Environmental, Health and Safety management system, which underpins and proves compliance with all such regulatory requirements. Suppliers shall operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment and demonstrate a culture of continuous improvement to further reduce resource consumption.

Suppliers are expected to provide:

- Their employees with adequate training related to health, safety, product stewardship and the environment.
- Adequate management systems for environmental, health and safety, and product stewardship programs.
- Products that are safe and environmentally sound to use and dispose.
- Products that perform as claimed.
- Useful information on the performance and safe use of their products.
- Programs to reduce the environmental impact of their products such as:
  - Optimizing energy consumption with a view to reducing greenhouse gas emissions.
  - Optimizing the consumption of natural resources.
  - Reducing the quantities of waste released and developing reclamation and recycling solutions.
  - Reducing discharges and other sources of pollution into natural surroundings.

### Conflict Minerals

OmniMax urges all suppliers to avoid the use of raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products, and all Omnimax suppliers are expected to:

- Implement systems to avoid the purchase of conflict minerals from the Democratic Republic of Congo or adjoining countries; or to purchase conflict minerals directly from mines, smelters, or refiners.

### Compliance And Monitoring

OmniMax or its representatives may engage in monitoring activities to assess whether a supplier is adhering to this Code.

Such monitoring activities may include, but not be limited to, supplier audits, inspections of the Supplier's facilities, key processes and its supply chain, product safety evaluations, requests for information, use of questionnaires, review of publicly available information, or other measures that enable OmniMax to determine the supplier's conformance with this Code.

Non-conformance with this Code may jeopardize the supplier's business relationship with OmniMax.

### Quality and Safety

OmniMax expects our suppliers to ensure the safety and performance of the products and services they provide us to help ensure the quality and safety of the products and services we provide our customers.

## Management Systems

Suppliers shall use management systems to facilitate continuous improvement and compliance with the expectations of these Principles. The management systems should be easily retrievable and clearly demonstrate compliance with all legal and customer requirements.

## Contact Us

If you have any questions or need additional information, please contact us at [OmnimaxContactUs@omnimax.com](mailto:OmnimaxContactUs@omnimax.com).