



SUPPLIER CODE OF ETHICAL CONDUCT:

The following code supports Veotec Americas commitment to provide quality products using the most sustainable practices and processes elevated by a network of select supplier partnerships. We can achieve this policy directive by working with suppliers who operate in alignment with the values expressed in our Quality Policy:

Veotec Americas Quality Policy:

We are committed to continuously improving the system for all stakeholders where we:

- 1. Provide competitive technically appropriate products*
- 2. Sustain a safe, healthy workplace with a smart partnership culture*
- 3. Conduct business with ethics and integrity*
- 4. Satisfy customers allowing the company to grow*
- 5. Make efficient use of resources*
- 6. Ensure information is accurate and available*
- 7. Deliver product 100% on time*

This Supplier Code of Conduct explains how we expect business partners to operate when selected as supply partners. We consider adherence to the following five expectations:

1. Follow the law.

Recognize and accept the responsibility to observe the spirit and letter of applicable laws, rules, and regulations. This includes treating legal requirements as a minimum standard and alerting Veotec if legal compliance is not maintained in business operations.

2. Conduct business based on ethics and fair dealings.

Demonstrate trust, integrity, and mutual accountability. Develop and utilize controls to detect and prevent fraud, misrepresentation of fact, theft, corruption, bribery, conflicts of interest and/or extortion.

3. Treat people with dignity and respect.

Protect the health, safety, and well-being of those whose lives are impacted through business activities. This includes providing a physically, emotionally, and psychologically safe and inclusive workplace, providing competitive pay, complying with applicable labor laws, and prohibiting forced and/or child labor in supply chains or any other business operation.

4. Practice environmental stewardship towards sustainability purposes.

Honor commitments to reduce the environmental impact of doing business and mitigate disruptions to climate, land, water, soil, air, and biodiversity. Maintain a conflict-free supply chain.

5. Preserve confidentiality and privacy.

Supply partners may become aware of confidential information about Veotec including but not limited to product development and pricing, software and computer programs, marketing strategies, suppliers, customers, and/or potential customers. Keep such information confidential; do not improperly copy, remove, use, or disclose.

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Compliance:

It is our goal to develop impactful partnerships with suppliers who comply with these expectations. We take a risk-based approach to assessing suppliers and collecting evidence of compliance with the requirements listed in this code of conduct. We expect supply partners to cooperate with reasonable requests for information, certifications, agreements, and audit access to verify compliance and to ensure our expectations are being upheld.

If we become aware of a concern or potential breach of conduct, we will investigate the issue and work with the supply partner to create an action plan

While this code of conduct represents a minimum requirement to be a Veotec Americas supplier, we encourage business partners to ensure operations and decisions align with their ethics, goals, and standards in a meaningful way.

To report a concern:

If you see, or have reason to suspect, a breach of conduct, please contact Veotec Americas directly via our Chief Technology Officer, Mike Handley, mike.handley@veotecamericas.com or 651-247-6650