

Supplier's Code of Conduct

The Aliaxis way

We want to achieve more together, working with and for people. We want to be fit, fast and agile so we can answer our customers' needs. But above all, we want to improve people's lives by living our values and by making a difference, shaping a better, sustainable tomorrow.

Note

For the purposes of this Code, "Supplier" refers to any company or entity that sells or seeks to sell any products or services to Aliaxis and/or any of its affiliates whether directly or indirectly through its employees, affiliates, distributors, subcontractors, agents, or other representatives

Integrity and high standard of ethics are fundamental for Aliaxis. Therefore, we expect our Suppliers to comply with the standards described in the present Supplier's Code of Conduct, in order to achieve a better and sustainable tomorrow.

1. Compliance with Laws

Suppliers shall, at all times, comply with all applicable laws and regulations of the countries in which operations are managed or services provided and keep themselves regularly updated about legal developments so as to be aware of their legal obligations.

2. Human Rights

Multinational companies are required to adhere to internationally recognized human rights principles as defined by the Universal Declaration of Human Rights and Associated Covenants, as well as the Declaration of the International Labour Organization on the Fundamental Principles and Rights at Work.

Suppliers are expected to support and respect the protection of the above internationally recognised human rights and take appropriate measures to prevent abuses (including but not limited to child labour, harassment or discrimination on the basis of any classification prohibited by law, ...).

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3. Labour standards

Suppliers shall:

- (a) recognize the freedom of association and the right to collective bargaining without any type of repressive action;
- (b) eliminate all forms of forced and compulsory labour;
- (c) not use child labour (as defined in international conventions or to the extent this would be more stringent, local law);
- (d) not tolerate any form of discrimination based on race, gender, or any other criteria that would be prohibited; and
- (e) comply with laws relating to minimum wage and working hours.

4. Health, Safety and Environmental Sustainability

Suppliers shall comply with applicable environmental, health and safety regulations and industry standards, support a precautionary approach in this respect, adopt initiatives to promote environmental responsibility, and encourage environmentally friendly technologies.

Suppliers shall be committed to the improvement of the health and safety of their employees and operations and take all the reasonable and necessary actions to prevent accidents and injuries, analyse and minimize health and safety risk exposures.

5. Responsible Sourcing of Minerals

Suppliers must comply with applicable laws and regulations regarding conflict minerals which include tin, tungsten, tantalum and gold or any other material that is designated under applicable rules of the Securities and Exchange Commission as a "conflict mineral."

Suppliers shall exercise, as may be directed by law, due diligence on the source of these minerals and therefore at a minimum require the same from their suppliers.

6. Anti-bribery and Antitrust

Suppliers are expected to:

- (a) conduct business with integrity and in compliance with applicable anti-bribery laws and regulations; and
- (b) compete honestly and fairly, comply with applicable antitrust and competition laws and not participate in anti-competitive practices

7. Sanctions

The Supplier's activities must be fully compliant with all applicable trade sanctions, imports and export controls, customs and anti-boycott laws and regulations.

Suppliers shall identify the country of origin of each article (product/component) and provide proper documentation to comply with all applicable laws and regulations.

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8. Confidentiality and Privacy

Suppliers shall keep confidential and not disclose to any third-party any confidential information concerning Aliaxis and/or its affiliates or its/their activities other than to persons in their organisation on a need-to-know basis bound by an obligation of confidentiality.

Suppliers shall process any personal data from Aliaxis and its affiliates in accordance with applicable privacy and data protection laws and only for the purposes of their relationship with Aliaxis and/or its affiliates.

9. Subcontractors

Provided that subcontracting is allowed, the Suppliers shall ensure that their subcontractors comply with the principles described in this Supplier Code of Conduct.

10. Consequences for violating the Code

In the event that the expectations of this Code are not met, Aliaxis or any of its Affiliates may decide to review and/or discontinue business relationships with Suppliers that are in violation of the above guidelines (or fail to correct violations that would be unveiled at the occasion of an audit or otherwise).

Any violation of the present Code should be reported to the relevant Aliaxis Company.

we
make
life
flow

Aliaxis Group sa/nv

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