

# Supplier Code of Conduct



Aliaxis and its affiliates globally are focused on and committed to operating in a socially responsible and sustainable way. This supplier code of conduct reflects our values and expectations for our suppliers. Our goal is to partner with companies and organizations that share this same commitment.

[Click here](#) to read more about us and our behaviours.

## Compliance with applicable laws and this Code of Conduct

Suppliers shall, always, comply with laws and regulations applicable to their business. When subcontracting, Suppliers shall ensure that their subcontractors comply with the principles described in this Supplier Code of Conduct.

## Human Rights and Labor

Respect for people is a core value for Aliaxis. We adhere to the principles of the International Labor Organization conventions and expect our suppliers to respect the human rights of their workforce and treat them fairly in accordance with all applicable laws.

<b>Freedom of association</b>	Suppliers shall recognize the freedom of association and the right to collective bargaining without any type of repressive action.
<b>No forced or compulsory labor</b>	Suppliers shall not use forced or compulsory labor.
<b>No child labor</b>	Suppliers shall not employ children under the age of 15, unless the local law is more stringent, in which case the local higher age limit applies.
<b>No discrimination</b>	Suppliers shall not discriminate based on gender, race, color, religion, ethnic or national origin, sexual orientation, age, disability, union or political membership, family status, or any other classification protected by law.
<b>No harassment</b>	Suppliers shall not tolerate any form of harassment in the work environment, including but not limited to sexual, religious, racial or ethnic harassment, and harassment based on age or disability.
<b>Minimum wage and no excessive working hours</b>	Suppliers shall comply with applicable laws relating to minimum wage and working hours, including offering a rest period of at least 1 day following every 7 consecutive working days.

## Workplace Safety and Impact on Environment

Our commitment to sustainability includes safe and healthy workplaces, respect for the environment and efficient use of resources. Aliaxis encourages suppliers to take action against climate change, to avoid the use of environmentally hazardous materials and to engage in activities that increase material circularity like reuse and recycling.

<b>Workplace safety</b>	Based on prevailing industry standards, Suppliers shall provide and maintain a safe, clean, and healthy workplace. This includes implementing safety procedures and training that eliminates most risks or manages the residual risk in order to mitigate their impacts, that are likely to cause injury, illness, or death to their workforce and to members of the public.
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<b>Respect for the environment</b>	Suppliers shall comply with relevant environmental laws, rules and regulations and ensure that they obtain and maintain necessary permits, licenses, and related reporting, and fulfill any other legal requirements. Suppliers shall minimize the impact on the environment in terms of waste, emissions, spills, releases, and noise – based on prevailing industry standards.
<b>Efficient use of resources</b>	Suppliers shall commit to the environmentally responsible and efficient use of raw materials, energy and other natural resources.

## Business Ethics

<b>No Bribery</b>	Suppliers will not engage in any form of unethical business practice, including but not limited to, making, offering, promising, accepting, or authorizing bribes and/or facilitation payments to government officials or to anyone else.
<b>Conflict of interest</b>	A “conflict of interest” occurs when the Aliaxis’ employee engaging with the supplier has a private interest which interferes in any way, or even appears to interfere, with the interests of the Group. Any potential conflict of interest should be disclosed either directly to Aliaxis VP of Internal Audit and Aliaxis VP Procurement or via the Aliaxis employee – in line with Aliaxis internal code of conduct.
<b>Competition / antitrust</b>	Suppliers will not participate in anti-competitive practices such as cartels, market allocation, etc.
<b>Business Courtesies</b>	Suppliers shall not offer any gifts, favors or entertainment to Aliaxis’ employees unless these are of limited value and not aimed to influence business decisions.
<b>International Trade</b>	Supplier shall comply with applicable trade sanctions, imports and export controls, customs embargoes and other related laws and regulations of similar nature. Suppliers shall provide all relevant information and documentation on the goods and/or services supplied to Aliaxis (such as country of origin).
<b>No Fraud</b>	Suppliers must have internal controls designed to detect, prevent, and respond to fraud. Any potential fraud that may have an impact on Aliaxis shall be reported to Aliaxis immediately.
<b>Accurate Business Records</b>	Suppliers shall keep accurate, complete, and up-to-date records of their transactions with Aliaxis and ensure retention in accordance with applicable laws.
<b>Confidentiality and Privacy</b>	Suppliers take appropriate measures to protect the confidentiality of Aliaxis data from unauthorized disclosure or use.

## Conflict Mineral Sourcing

Suppliers confirm that they comply with applicable national and international laws and regulations regarding conflict minerals (tin, tungsten, tantalum and gold or any other material that is designated as a “conflict mineral”). Applicable laws and regulations include but are not limited to, in Europe, Regulation EU n° 2017/821 regarding conflict minerals and, in the United States, Section 1502 of the Dodd Frank Act.

Suppliers shall regularly exercise due diligence on the source of such minerals and therefore require the same from their own suppliers. Suppliers shall retain appropriate evidence of such due diligence and share this information with Aliaxis, upon request.

## Noncompliance with this Code

Any violation of this Code should be reported to Aliaxis ([suppliers.channel@alixis.com](mailto:suppliers.channel@alixis.com)). Violations that can be remedied will be addressed in partnership with the supplier and may require an audit. Should Aliaxis and the supplier not find adequate remedies to noncompliance, Aliaxis is prepared to terminate the business relationship.