



Technetix Supplier Code of Conduct

Introduction

This document sets out the expectations Technetix has of its suppliers, whether they are manufacturing Technetix products, supplying third party goods, or providing services to Technetix. Compliance with this Code of Conduct is mandatory, even when Technetix' expectations exceed legal requirements in certain countries. It is the supply partner's responsibility to ensure compliance, both within its own operations and through its supply chain. Technetix is committed to working with its supply partners to ensure compliance and will provide support where possible.

This Code of Conduct sets out what is required of Technetix suppliers with respect to:

- Labor and human rights
- Health and safety
- Environment
- Governance and ethics

Suppliers must immediately notify Technetix of any suspected or actual breaches of applicable laws, regulations or this Code of Conduct, keep relevant and complete documentation to demonstrate compliance with this Code of Conduct, and provide this information to Technetix on request.

Labor and Human Rights

Technetix requires suppliers to comply with certain standards, such as the [ILO International Labour Standards](#), the [UN Declaration of Human Rights](#) and the UK Modern Slavery Act, and to also ensure that these standards are cascaded down their own supply chains. These requirements apply to all workers including temporary, migrant, student, contract, and direct employees.

Forced Labor

- Slavery and human trafficking is not permitted as documented in the [Technetix Slavery and Human Trafficking Statement](#).
- The supplier shall not use any form of forced labor, including but not limited to bonded, indentured, involuntary or exploitative prison labor.
- Employees must be able to freely choose employment and not be prevented from leaving through coercion or be subjected to punishment or threats for leaving after a reasonable notice period.
- As part of the hiring process, all workers must be provided with a written employment agreement in a language the worker can understand.
- Suppliers shall not require employees to lodge deposits of money or require employees to surrender any government issued identification, passports or work permits as a condition of employment.



- Suppliers shall not knowingly deal with third parties using or engaging in any form of forced, bonded, compulsory labor, slavery or human trafficking.

Child Labor

- Suppliers must take all reasonable means to guarantee that child labor does not exist in their supply chain or any component of their business.
- The term 'child' refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country; whichever is greatest.
- Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.
- Suppliers shall implement an appropriate mechanism to verify the age of workers.

Working Hours

- Working hours shall not exceed the maximum set by local law and a normal working week shall not be more than 60 hours, including overtime.
- All overtime shall be voluntary, and employees shall be entitled to sufficient breaks.
- Workers must be allowed at least one day off in every seven days.

Wages and Benefits

- Worker wages must comply with all local laws, including those relating to minimum wages, overtime hours and benefits.
- Suppliers are encouraged to pay wages aligned with living wage benchmarks.
- Overtime shall be paid at a rate higher than regular hourly rates.
- Deductions from wages as a disciplinary measure shall not be permitted.
- All employees should have clear understanding of how their wages are calculated, including overtime, bonuses, and any deductions. Wage statements should be provided regularly in a comprehensible format.

Fair Treatment

- Suppliers will not engage in discrimination or harassment in any way based on race, colour, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status.
- There shall be no harsh or inhumane treatment including violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.



- Supplier must operate a policy that prohibits discrimination, harassment, bullying. Disciplinary procedures in support of these requirements shall be clearly defined and communicated to workers.

Freedom of Association

- Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- Suppliers shall respect the right of workers to form and join trade unions or alternate lawful forms of worker representation and to engage in peaceful assembly.

Health and Safety

Technetix expects all suppliers to provide workplaces that protect the wellbeing of their employees and contractors, and to proactively prevent injuries, illnesses and unsafe practices.

Occupational Health & Safety

- As a minimum, all relevant health and safety laws and regulations must be met.
- Suppliers must take proactive steps to prevent accidents in the workplace and to enable employees to work in a safe and healthy environment, free from any chemical, biological and physical hazards.
- Where it is not possible to remove these hazards, employees must be provided with appropriate protective equipment and training to protect them from any negative effects.
- Worker exposure to the hazards of physically demanding tasks, including heavy or repetitive lifting or assembly tasks, shall be identified, evaluated, and controlled.
- Development and test equipment, production machines and other machinery shall be evaluated for safety hazards. Guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

Emergency Preparedness

- Suppliers shall identify and assess potential emergency situations and events and minimize their impact by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

Sanitation, Food and Housing

- Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.
- Where employees live on the supply partner's site, providing a safe and healthy environment also extends to the living quarters provided by the supply partner.



- Worker accommodation provided by the supplier or a labour agent shall be maintained to be clean and safe, provide appropriate facilities and personal space, as well as reasonable entry and exit privileges.

Health and Safety Communication

- Supply partners shall provide workers with health and safety information and training on all identified workplace hazards. Training and information must be in the worker's language or a language they understand.
- Suppliers shall encourage workers to raise health and safety concerns without fear of retaliation.

Environment

Supplier partners should have action plans in place to manage their environmental impacts. Where appropriate, suppliers must also comply with additional environmental requirements specific to their products and services.

Environment Management System

- We ask that our supply partners are either certified to the ISO 14001:2015 Environmental Management Systems standard or, if they do not hold this certification, that the principles of ISO 14001:2015 are followed as a minimum.

Environmental permits

- Suppliers must ensure that their manufacturing sites have all environmental permits, approvals and registrations, as required by local law.

Air Emissions

- Direct air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be routinely monitored, controlled, and treated as required prior to discharge, in accordance with applicable regulations.
- Ozone depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations.

Waste and Pollution

- Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source.
- The use of natural resources shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.
- Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle waste. Waste data shall be tracked and documented.



Water Management

- Manufacturing partners shall implement a water management program that documents and monitors water sources, use and discharge, seeks opportunities to conserve water, and controls channels of contamination.

Hazardous Substances

- Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labelled, and managed to ensure their safe handling, storage, use, recycling and disposal.
- All products supplied to Technetix must comply with hazardous material legal and regulatory requirements in the countries in which the products will be used. These may include RoHS, WEEE, REACH, TSCA and Packaging Regulations.

Energy Consumption and Greenhouse Gas Emissions

- Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.
- Suppliers shall work to establish and report against business-wide greenhouse gas reduction goals. Goals should include scope 1 and 2, and where possible, significant categories of Scope 3, and use recognised methodologies such as the GHG protocol.

Product Carbon Footprint

- Suppliers are expected to measure the environmental impact of their products using recognised methodologies such as Product Carbon Footprint (PCF) and Lifecycle Assessment (LCA).
- Suppliers shall provide product lifecycle or footprint data for products supplied, where available, and cooperate with Technetix in assessing and reducing lifecycle emissions.
- If the supplier does not have carbon footprint modelling capability, where requested by Technetix they shall provide material, process and supply chain information to enable Technetix to model the product footprint.

Packaging

- All packaging shall comply with all legal and regulatory requirements in the region to which it is being supplied.
- Suppliers shall provide packaging material and weight information as required by international Extended Producer Responsibility requirements.
- Suppliers shall also support Technetix in reducing single-use plastics in product packaging and ensuring all product packaging is widely recyclable.



Governance and Ethics

Suppliers are required to uphold the highest standards of integrity, act ethically, and comply with legal and regulatory requirements at all times.

Anti-bribery and Corruption

- Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted.
- Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.
- Suppliers must ensure that their directors, officers, employees, consultants and other representatives comply with the principles set out in the [Technetix Anti-Bribery Policy](#) and/or demonstrate that they have implemented policies which are substantially similar and that such policy is enforced.

Intellectual Property, Privacy and Information Security

- All intellectual property rights are to be respected, whether from Technetix, its customers, subcontractors, partners, or suppliers. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.
- Suppliers shall safeguard Technetix information and take appropriate steps to protect its confidentiality, integrity, and availability.
- Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared
- Suppliers shall follow international best practices for cybersecurity, such as ISO 27001 or equivalent, including monitoring processes, to protect Technetix information from breaches, cyber-attacks, or cyber-incidents.
- Suppliers are encouraged to implement an information security management system and cybersecurity guidelines, which includes self-assessment and testing of resistance to internal and external threats; execution of training internally on cybersecurity; and a mitigation plan in case of cyber-attack or cyber-incident.
- Supplier shall inform Technetix immediately if at any time security is compromised and must act quickly, diligently, and responsibly to remedy the situation.

Protection of Identity and Non-Retaliation

- Suppliers must have a program to ensure personnel can report any alleged failure to comply with this code confidentially, anonymously, and without fear of retaliation.
- All reports must be investigated, and appropriate action taken to address any failures.



Responsible Sourcing of Minerals

- Where applicable, suppliers shall maintain a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold and cobalt in the products they supply to Technetix to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.
- For more information on supplier requirements for responsible minerals sourcing, please refer to the [Technetix Responsible Minerals Policy](#).

Business Continuity

- Suppliers must maintain effective business continuity and disaster-recovery plans to ensure the ongoing availability of products, materials, and services supplied to Technetix, and must share their business continuity plans with Technetix upon request.
- Suppliers are expected to assess, manage, and promptly communicate any risks or disruptions that could impact production, delivery, quality, compliance, or information security.
- Suppliers should work proactively to strengthen the resilience of their operations and supply chains, including the protection and recovery of critical systems and data.

Monitoring and Review

- To monitor adherence to these key principles Technetix maintains a supply chain monitoring platform. We require selected suppliers to complete self-assessments of their social, environmental and ethical practices which will enable us to assess and their performance.
- Technetix will work with our suppliers on the implementation of our key principles and provide support to improve their performance where appropriate.
- Technetix reserves the right to audit its supply partners to confirm compliance with this Code.
- Any serious breach of this Code will entitle Technetix to terminate its agreement with that supply partner, including any open orders, without prejudice to any other remedies Technetix may have.
- Technetix reserves the right to update the Supplier Code of Conduct requirements from time to time and will inform the supplier of updates. If the Supplier does not comply with any of the applicable requirements, it must inform Technetix and propose a date for the implementation of these new requirements.



Raising Concerns

Technetix employees and suppliers are encouraged to raise any concerns regarding compliance with this Code of Conduct or related policies. This can be done by contacting Group General Counsel via legal@technetix.com, or by using our confidential reporting portal:

<https://whistleblowersoftware.com/secure/technetix>



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