



Supplier Code of Conduct

Introduction

Aligned with our brand promise and as part of our ongoing sustainability efforts, **Uniplex (UK) Ltd** have developed and are implementing this **Supplier Code of Conduct** ("Code") to clearly communicate to our suppliers, including but not limited to our contract manufacturers ("Suppliers"), our expectations related to ethical practices, human rights, environmental management, and legal compliance. The standards set forth in this Code are based on well-respected and recognized international guidelines and industry best practices.

Uniplex expects that suppliers will ensure their sub-tier suppliers and/or subcontractors will adhere to similar, not less stringent, conditions as those outlined in this Code. In cases where there is a discrepancy between applicable laws and regulations and the Code's standards, Suppliers must comply with the stricter of the two.

Uniplex aims to foster and strengthen business relationships built on collaboration and mutual respect. We acknowledge that our Suppliers are independent entities and the sole employers of their workers. However, Suppliers' actions can impact Uniplex, potentially affecting not only our reputation but also the trust we have earned from our customers and stakeholders. While we understand that Suppliers operate in diverse legal, geographical, and cultural environments, we require Suppliers to comply with this Code and encourage them to exceed these standards wherever possible.

These Code standards supplement any written or oral legal agreement(s) or contract(s) between the Supplier and Uniplex, and do not replace the provisions of such legal agreement(s) or contract(s).

1. Ethics and Compliance

Our Suppliers shall act ethically in every aspect of business, including but not limited to business relationships, practices, sourcing, and operations.

1.1 Business Integrity and Fair Competition

Suppliers shall implement policies prohibiting all forms of bribery, corruption, extortion, and embezzlement. Suppliers will comply with all applicable laws, regulations, industry codes, including but not limited to the UK Bribery Act and other relevant laws.

1.2 Intellectual Property and Confidential Information

Suppliers shall protect, and respect proprietary and confidential information disclosed by Uniplex or any other third party engaged with the Supplier. Suppliers shall manage technology and know-how to safeguard Uniplex's and third-party intellectual property rights.

1.3 Business Courtesies

Suppliers shall offer and accept only modest and reasonable business courtesies (e.g., meals, gifts, or entertainment) in connection with legitimate business activities and in accordance with applicable laws and regulations. Business courtesies must never be used as improper inducements for business gains and should avoid creating conflicts of interest.

1.4 Fair Information Practices

When processing personal data on behalf of Uniplex, Suppliers shall comply with all applicable privacy and data protection laws, respecting the rights of individuals and ensuring proper controls throughout the data lifecycle.

1.5 Trade

Suppliers shall comply with all applicable UK, European Union, and other jurisdictional laws governing trade, including sanctions, export controls, customs, taxes, and duties. Suppliers are expected to conduct appropriate due diligence and maintain accurate records to demonstrate compliance with these laws.

2. Fair Labor

Uniplex is committed to fairness in all business relationships and expects our Suppliers to uphold human rights in alignment with international regulations, including the International Labour Organization (ILO) conventions, the United Nations (UN) Universal Declaration of Human Rights, and other relevant guidelines.

2.1 Prohibition of Forced Labor

Suppliers shall not use involuntary labor of any kind, including forced, bonded, or prison labor. Suppliers must not restrict workers' freedom of movement or require workers to pay recruitment fees to secure employment.

2.2 Equal Opportunity

Suppliers shall treat all individuals with fairness, dignity, and respect, without discrimination based on race, gender, sexual orientation, religion, or any other characteristic protected by law.

2.3 Non-Harassment

Suppliers shall ensure a working environment free from harassment or abuse. Physical or psychological abuse, threats, or any form of harassment shall not be tolerated.

2.4 Prohibition of Child Labor

Suppliers shall not employ children below the legal working age or allow them to perform tasks that may harm their health or safety. Suppliers must comply with all laws on the protection of young workers.

2.5 Freedom of Association and Collective Bargaining

Suppliers shall respect employees' rights to freedom of association and collective bargaining in accordance with local laws.

2.6 Fair Wages and Benefits

Suppliers shall pay wages and benefits that meet or exceed legal minimum standards, including fair compensation for overtime.

2.7 Reasonable Hours of Work

Suppliers shall comply with local laws regulating working hours. A work week must not exceed 60 hours, including overtime, except in emergency situations.

2.8 Responsible Minerals

Suppliers shall implement policies to ensure that materials used in products, such as tantalum, tin, tungsten, and gold (3TG), are responsibly sourced and do not finance armed conflict or human rights abuses.

3. Health and Safety

Uniplex requires Suppliers to provide a safe and healthy work environment, complying with all applicable laws and regulations related to occupational safety.

4. Environmental Management

Uniplex requires Suppliers to adopt environmentally responsible practices and fully comply with all applicable environmental laws and regulations.

5. Management Systems

Suppliers must establish management systems that support compliance with this Code, identify risks, and continuously improve practices.

5.1 Commitment and Accountability

Suppliers shall implement social and environmental commitments and ensure accountability through defined company representatives.

5.2 Training and Communication

Suppliers shall provide training to ensure compliance with their policies and this Code.

Failure to comply with this Code may result in corrective action or termination of business relationships. Uniplex reserves the right to verify compliance with these requirements, including through audits and assessments.



Signed by: **Adriaan Posthuma**
Managing Director

Dated: 14.03.24