

Supplier Code of Conduct



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1. SUSTAINABLE DEVELOPMENT IN OUR SUPPLY CHAIN

Axplora aspires to promote and encourage social responsibility throughout its value chain.

At Axplora, we are committed to complying with applicable laws and upholding internationally recognized corporate, social, and environmental governance standards (together the "Governance Standards").

Axplora aspires to promote and encourage social responsibility throughout its value chain. As a result, Axplora prefers to do business with partners whose values are consistent with its own.

Axplora therefore expects its suppliers and their own suppliers and subcontractors to fully comply with applicable laws and adhere to the Governance Standards.

We particularly expect our suppliers to support and respect the following Governance Standards. ●



2.

SUPPLIER COMMITMENTS



2.1 Compliance with laws and regulations

Suppliers shall comply with all laws and regulations, international environmental, social and corporate governance standards within their company and supply chain applying to them in all countries where they conduct business.

Suppliers shall support the protection of internationally proclaimed human rights.

Suppliers shall comply with all applicable trade sanctions, import and export laws and regulations when engaging in international trade and transferring goods, funds, services, software or technology.

2.2 Labor

Suppliers shall not use child labor and shall ensure that young workers are above a country's legal age for employment.

Suppliers shall not use or support the use of forced or bonded labor. The use of inhumane treatment and corporal punishment shall be banned by suppliers.

Suppliers shall fight discrimination in the workplace and ensure their employees are working in a harassment-free environment.

Suppliers shall recognize and respect the rights of employees to freedom of association and collective bargaining.

Wages and benefits paid to supplier's employees shall abide by applicable national laws. Working hours of supplier's employees shall not exceed the maximum set by applicable law.

Suppliers shall comply with employees' rights to privacy and data protection, as set by applicable law.

2.3 Ethics

Suppliers shall not engage in or tolerate any form of bribery, corruption, extortion or embezzlement, and shall not offer Axplora's employees any gifts or personal benefits likely to influence their decision making.

Suppliers shall comply with applicable laws regarding fair competition and engage in fair business practices.

Suppliers shall use valid intellectual property rights.

Suppliers shall have policies and procedures in place to ensure that books, records and accounts are accurate, complete and transparent.

Suppliers shall ensure that their employees' decisions are not based on any conflict of interest.

Suppliers shall comply with all applicable laws and regulations aimed at combating money laundering and terrorist financing.

2.4 Health and Safety

Suppliers shall comply with all applicable laws and regulations regarding health and safety. They shall obtain and keep updated all permits, licenses and registrations needed.

Suppliers shall provide their employees with a healthy and safe working environment.

Suppliers shall protect their employees' and communities' health as well as the health of the general public. In particular, suppliers shall protect their employees from over exposure to chemical, biological, physical hazards and provide access to potable water.

2.5 Environment

Suppliers shall comply with all applicable environmental laws and regulations.

Suppliers shall have systems in place to minimize waste and to ensure that waste, air emissions and wastewater discharges are managed and disposed of safely before, during and after release into the environment. Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment.

Suppliers shall put in place a prevention plan and emergency preparedness to treat any chronic or accidental event presenting an environmental risk (air, soil, water, and groundwater) inside or outside their site(s). Suppliers shall train their employees with regard to (i) workers health and protection, (ii) health and safety rules and (iii) emergency response.

Suppliers are also expected to engage in climate-friendly processes to reduce power consumption, greenhouse gas ("GHG") emission, limit the use of natural resources and to minimize the use of hazardous materials. Suppliers are encouraged to measure and disclose their GHG emissions, waste, and water consumption.

Suppliers shall ensure safe, environmentally sound development, sourcing, manufacturing, transport, distribution, use and disposal of products with the goal of protecting and preserving the environment. In particular, suppliers shall (i) ensure any and all minerals contained in any materials supplied to Apxora originate from areas not affected by wars and conflicts, and (ii) comply with the prohibition of causing an environmental change or excessive water consumption that may have adverse human rights consequences, and (iii) ensure that renewable raw materials are not competing with food production.

2.6 Data Protection

Suppliers shall operate in a manner that is consistent with applicable data protection/privacy laws and aligned with industry standards for the protection and security of all information, including personal information.

Suppliers shall establish and maintain adequate personal data and information security protection for the information that they, and any third parties acting on their behalf, process. In particular:

(i) Suppliers shall have the proper organizational structure, processes and procedures to ensure the protection, confidentiality, integrity and availability of information against accidental, unauthorized or unlawful loss, destruction, alteration, disclosure, use or access;

(ii) Suppliers must have adequate policies and procedures in place, which address technical and organizational security, and take reasonable steps to stay current and to confirm on a periodic basis, compliance with those;

(iii) Suppliers must have adequate safeguards, rules and procedures to ensure that they remain in compliance with all applicable laws that govern cross-border data transmissions, where applicable. ●

Suppliers shall provide their employees with a healthy and safe working environment.



3.

COMPLIANCE WITH AXPLORA SUPPLIER CODE OF CONDUCT



Suppliers
are encouraged
to implement
their own binding
guidelines or policies.

Suppliers are expected to abide by the above principles and to assess and manage risks in all areas addressed in this document. For such purpose, suppliers shall (i) train their employees to make ethical decisions in compliance with laws, regulations, and contract requirements, (ii) ensure that their own suppliers and subcontractors follow the principles set out in the Axplora Supplier Code of Conduct, and (iii) implement and continuously improve an appropriate management system to ensure state-of-the-art quality management.

Suppliers are also encouraged to implement their own binding guidelines or policies to ensure compliance with the Governance Standards.

Axplora may ask its suppliers based on a risk-based approach to verify their compliance with the requirements of the Axplora Supplier Code of Conduct by (i) self-assessments or third-party desktop assessments on their performance and compliance with the Governance Standards, (ii) providing compliance statements confirming compliance with the Governance Standards (see Appendix I), or (iii) conducting itself or with a third party acting on Axplora's behalf on-site audits to verify compliance with the Governance Standards. ●

Reporting Channels

Suppliers are expected to report any suspected violations of the Axplora Supplier Code of Conduct and to take appropriate corrective action if there is a cause for concern.

Suppliers may use the following channels to report any violations or suspected violations:

- (i) by writing to their Axplora contact person, or;
- (ii) by writing to compliance@axplora.com, or;
- (iii) by using the Axplora whistleblowing reporting system via [axplora.integrityline.app](#)

Serious and/or repeated failure of a supplier to comply with the Axplora Supplier Code of Conduct shall directly impact the ability of the supplier to do business with Axplora.

Annex 1.

SUPPLIER ACKNOWLEDGEMENT¹

We, the undersigned hereby confirm that:

- We have received and taken due note of the contents of the Aexplora Supplier Code of Conduct version 1.0 dated June 6, 2023,
- We will comply with the Aexplora Supplier Code of Conduct requirements,
- We understand we may be asked by Aexplora to accept additional investigations, site visits or an audit in order to provide required levels of assurance with the standards prescribed.

Name of Company:

Company's Business Registration/Code/Number:

Company address:

Name and Title:

Signature: Company Stamp/Seal:

Date & Place:

1: Upon Aexplora request, please return a signed copy of this compliance statement within fifteen (15) calendar days of receipt of the Aexplora Supplier Code of Conduct.

Reliable partner. Agile explorer.



compliance@axplora.com

Supplier Code of Conduct - June 6, 2023 - V. 1.0



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