

## Code of Conduct

CHH Conex has a code of conduct it follows and expects its suppliers to follow concerning our collective responsibilities towards stakeholders and the environment.

### Legal compliance

to comply with the laws of the applicable legal systems.

### Prohibition of corruption and bribery

not to engage directly or indirectly in any form of corruption or bribery and not to grant, offer or promise anything of value to influence or obtain an improper advantage.

### Fair competition, anti-trust laws and intellectual property rights

to act in accordance with national and international competition laws and not to participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors; to respect the intellectual property rights of others.

### Conflicts of interest

to avoid all conflicts of interest that may adversely influence business relationships.

### Respect for the basic human rights of employees

to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;

to respect the personal dignity, privacy and rights of each individual;

to refuse to employ or make anyone work against their will;

to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;

to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;

to provide fair remuneration and to guarantee the applicable national statutory minimum wage;

to comply with the maximum number of working hours laid down in the applicable laws;

to recognise, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions.

### Prohibition of child labour

to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

### Health and safety of employees

to take responsibility for the health and safety of its employees;

to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;

to provide training and ensure that employees are educated in health and safety issues;

to set up or use a reasonable occupational health & safety management system.

### Environmental protection

to act in accordance with the applicable statutory and international standards regarding environmental protection;

to minimize environmental pollution and make continuous improvements in environmental protection;

to set up or use a reasonable environmental management system.

### Supply chain

to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;

### Substance and material declaration (REACH,RoHS)

to conform with European Legislation REACH,RoHS which requires manufacturers and suppliers to be aware of certain substances contained in their products and to declare to any such substances where applicable.

### Conflict Minerals

to take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.



Cory McFarlane

Chief Operating Officer

13/04/2022