

AstenJohnson Holdings Ltd.

Sustainable Supplier Code of Conduct

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AstenJohnson is committed to a sustainable future by caring about our environmental, social and economic impact through collaboration with partners along our value chain, including our suppliers. This policy outlines the key sustainability principles and expectations that guide our procurement practices, while maintaining the highest standards of business conduct and integrity and ensuring that all business decisions are aligned with our global sustainability strategy.

Core Sustainability Goals

- **Circular Economy:** Promote recycling, reuse, and reducing waste in the supply chain.
- **Climate Action:** Actively reduce carbon footprint and mitigate climate change throughout the value chain.
- **Human Impact:** Ensure fair labour practices, respect human rights, and promote safe working conditions.
- **Resource Efficiency:** Manage natural resources efficiently to prevent depletion and environmental harm.
- **Responsible Partnerships:** Foster ethical, long-term relationships with suppliers.

Sustainability Expectations for Suppliers

We require our suppliers to commit to international principles by complying to the law and the following sustainability themes:

- **Human and Labor Rights:** Suppliers must comply with international human rights and labour standards (incl. UN Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, local labour laws) and ensure fair wages, no child/forced labour, and workers' freedom of association.
- **Health & Safety:** Suppliers are required to provide a safe and healthy working environment for their own employees and others within their operations, in line with AstenJohnson's Zero Accident Culture (ZAC), and meet occupational health & safety standards.
- **Environmental Stewardship:** Suppliers must comply with national and international environmental laws and regulations. They should actively reduce their environmental impact, including reducing carbon emissions, and improving energy efficiency.
- **Circular Economy & Waste Management:** Suppliers are encouraged to minimize waste through sustainable design, recycling, and reducing resource consumption.
- **Ethical Business Practices:** Suppliers must maintain transparent business practices and adhere to anti-corruption and anti-bribery laws.

Operational Implementation

- **Supplier Engagement & Development:** We require our current suppliers to adhere to this policy. We engage with suppliers to improve sustainability practices over the supply chain.
- **Risk Assessment and Audits:** AstenJohnson will regularly execute risk assessment, assess suppliers' sustainability practices and conduct audits when deemed necessary.
- **Performance Metrics:** Suppliers are encouraged to report on their sustainability performance when requested.

Local and Regional Sourcing AstenJohnson prioritizes sourcing locally (country) and regionally (continent) to stimulate the local economy and minimize transportation-related emissions.

Periodic Review and Continuous Improvement This policy reflects our internal code of conduct and will be reviewed periodically as business needs require to stay aligned with evolving sustainability goals and industry standards.