

## Supplier Code of Conduct

The Dinex Group and its affiliated companies are committed to making a positive contribution to society through its global operations. We expect our suppliers to help us fulfill this commitment by reflecting our principles in their own business practice. The Dinex Group further encourages its suppliers to be in compliance with internationally recognized standards on business conduct, human rights and the environment, with due considerations to the local laws and regulations. To clarify our expectations, the Dinex Group Supplier Code of Conduct outlines the twelve principles that we deem to be the most relevant for our suppliers.

### A Healthy Business Conduct

The Dinex Group considers integrity and reliability in relationships with all stakeholders as essential preconditions for sustainable business. Our principles related to business conduct are:

1. We support and expect an open, fair, and competitive business environment based on free market opportunities for all parties.
2. All relevant, applicable laws and regulations should be complied with.
3. All business, commercial, proprietary, and financial information regarding the Dinex Group, or personal information about its employees, must be treated confidentially and should not be disclosed to third parties, in accordance with signed Non-Disclosure Agreement.
4. Conflicts of interest are not conducive for good business and will not be tolerated.
5. Gifts and inducements to influence business or other decisions are not acceptable.

### Protection of Human Rights

The Dinex Group endorses the values enshrined within the Universal Declaration of Human Rights and the Core Conventions of the International Labor Organization based on respect for the dignity of the individual without distinction of origin. Our principles related to human rights are:

6. Working conditions should allow safe working practices and support the occupational health of employees.
7. Employees should be treated fair concerning reasonable working hours, periodic leave and remuneration for work performed.
8. The Dinex Group makes allowances for negotiations leading to collective agreements.
9. People are employed based on the principle of equal opportunity, without distinction to race, color, gender, religion, affiliation or origin.
10. Employees have freedom of association including collective bargaining.
11. The Dinex Group does not participate in child, forced or bonded labor.

### Sustainability and Environmental Care

The Dinex Group strives to treat the environment with due care. It endeavors to comply with legislation applicable to its operators in a geographical location and is vigilant to comply with environmental standards.

12. Production processes are designed to make efficient use of available resources and energy efficiency and to minimize the environmental and climate impact of supplier's operations.
13. Chemicals, hazardous materials, process waste and emissions originating from the supplier's operations, are handled, and governed in accordance with applicable local

legislation, with the aim of minimizing environmental and climate impact.

### Compliance

The Dinex Group expects that its suppliers are in compliance with the aforementioned principles and are prepared to sign this declaration.

In the event that a supplier gains knowledge of any breaches of these principles – either from their own side or by Dinex side – we encourage the use of the Dinex Whistle Blower System available at [www.dinex.net](http://www.dinex.net) to raise awareness to company management in a controlled, protected and risk-free process. See separate policy available at Dinex website for further information.

### Health and Safety

1. The Supplier provides a healthy and safe working environment and prevents accidents and injuries related to the physical and mental environment through proper training and preventive measures. The Supplier needs to be able to demonstrate progress in that regard.
2. The SUPPLIER works continually to comply with local health and safety laws and regulations in a systematic manner.

### Conflict Minerals

The United Nations has found that the trade of certain rare earth minerals is helping to finance the civil conflict in the Democratic Republic of the Congo (DRC), characterized by extreme levels of violence. These minerals are commonly referred to as "3TG" (tin, tantalum, tungsten, & gold). The Dinex Group expects all Suppliers to assist us in complying with the Dodd-Frank Wall Street Reform and Consumer Protection Act. Section 1502 of the Dodd-Frank Act, by declaring any components, parts, and products that contain 3TG and further providing associated country of and other origin information. In addition, The Dinex Group expects our suppliers to implement controls on their supply chains consistent with Dinex's responsible sourcing commitment, so that they are able to provide us with this information and so that all of the 3TG in the components, parts, and products that we purchase from them is "conflict free". Suppliers who supply components, parts or products containing 3TG are expected to source those minerals from ethically and socially responsible sources that do not directly or indirectly contribute to conflict.

Without limiting the foregoing, suppliers are expected to, directly and indirectly, source 3TG only from sources that do not directly or indirectly benefit or finance armed groups in the DRC or another covered country, in each case within the meaning of the Rule. Among other things, we expect our suppliers to, where possible, source 3TG from smelters and refiners that are validated as being conflict free and otherwise implement, and require their direct and indirect suppliers to implement, policies, protocols, standards, systems, frameworks and procedures that are consistent with the Rule and the framework for Organization for Economic Co-operation and Development's Due Diligence (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs) including the ANNEX II. Suppliers who do not comply with these expectations will be reviewed and evaluated accordingly for future business and sourcing decisions.

### Confirmation

It is hereby confirmed by the supplier that it is and will continue to comply with the Dinex Group Supplier Code of Conduct and Dinex Supplier Requirements Manual. If requested audits may be conducted to clarify such compliance.

### SUPPLIER AUTHORIZED SIGNATURE: