

# Supplier Code of Conduct

## MISSION

At Axius Water, our mission directly aligns with United Nations Sustainable Development Goal (UNSDG) 6: Ensure access to water and sanitation for all.

### 6 CLEAN WATER AND SANITATION



By deploying products and services that enable our customers to measurably improve the quality of treated water, sustainability is built into the very fabric of our company.

Our mission inspires us to look beyond the bottom line and, instead, focus on the health and safety of our planet, people, and communities.

## PURPOSE

This Code establishes Axius standards for Suppliers to follow in providing products or services to Axius Group of Companies.

Suppliers and business partners are encouraged to effectively communicate expectations set out in this Code throughout their supply chain by implementing efficient management systems, policies, procedures, and training.

Suppliers are encouraged to have their own codes of conduct, aligned with the suggestions of this Axius Supplier Code of Conduct.

## COMPLIANCE

Suppliers are expected to act honestly and with integrity and to comply with the applicable laws and regulations of the jurisdictions in which they operate and to conduct their activities in an environmentally responsible manner.

Suppliers are required to obtain the licenses, permits, certifications, registrations, and rights necessary to operate and to provide products to the Axius Group of Companies.

## BUSINESS INTEGRITY

Suppliers are expected to adhere to the highest standards of integrity in all business dealings, including those relating to fair business conduct, advertising, and competition, as well as other standards of ethical conduct.

Throughout their supply chain, Suppliers are required to avoid conflicts of interest and operate honestly and ethically and in compliance with any applicable laws pertaining to anticompetitive business practices, respect for and protection of intellectual property, company and personal data, export controls, and economic sanctions, as well as other laws concerning these matters.

Suppliers are strictly prohibited from providing any form of valuable compensation to influence Axius employees or third parties.

Suppliers are encouraged to participate in Axius Supplier Approval process, ensuring that they uphold the principles of transparency, quality, and efficiency.

Suppliers are encouraged to adhere to all applicable data protection and privacy laws and regulations. To ensure compliance, Suppliers are encouraged to establish suitable technical and organizational precautions to safeguard any personal data they hold from unauthorized or illegal processing, as well as from accidental loss, destruction, damage, alteration, or disclosure.

Suppliers are required to uphold high standards for quality. Suppliers are expected to provide products that meet all legal, industry, safety, quality, and technical requirements.

## RESPECTFUL TREATMENT OF EMPLOYEES

Suppliers are expected to comply with all applicable labor laws and regulations as well as with internationally proclaimed human rights which include the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions.

Suppliers and their subcontractors are encouraged to guarantee that their employees are treated with respect and dignity.

Suppliers are encouraged to commit to the diversity and inclusion in the work environment and to treat all their employees fairly, ethically, respectfully and with dignity, including respect for

differences such as gender, race, colour, age, disability, sexual orientation, ethnic origin, and religion.

Suppliers are encouraged to prevent forced and child labor in their operations and to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain.

Suppliers are encouraged to cultivate a workplace culture that values cooperation, accountability, and acceptance of diversity among their employees.

Supplier are encouraged to adhere to the principle of non-discrimination in the hiring and employment process and respect the rights of employees to freedom of association and collective bargaining across its operations and supply chain.

## HEALTH AND SAFETY

The Suppliers are encouraged to provide a safe and healthy work environment and to comply with all applicable health and safety laws and regulations.

Suppliers are also encouraged to provide their employees with adequate information and training regarding health and safety concerns in the workplace, as well as to ensure that the employees can meet their responsibility for maintaining a safe and healthy working environment.

Suppliers are encouraged to ensure that both their employees and any individual present on or near the workplace are safeguarded against any potential occupational health and safety risks that may arise from the Suppliers' business operations. In situations where it is deemed necessary, the Suppliers are encouraged to ensure that their employees have access to sufficient personal protective equipment.

Additionally, Suppliers are encouraged to offer comprehensive training sessions on the correct usage of tools and equipment, and to closely monitor their employees' adherence to safe working practices.

## ENVIRONMENTAL PRACTICES

To reduce environmental impacts and comply with environmental laws, Suppliers are encouraged to establish effective management policies and procedures. Suppliers are encouraged to assist in Axius's mission to promote clean economic growth and achieve net-zero emissions, while incorporating sustainability principles into their business policies and practices.

Whenever possible, Suppliers are encouraged to have a thorough understanding of the environmental impact associated with their business activities and to implement policies, programs and employee training that address, but are not limited to, the following issues, in particular:

hazardous products management, accident and spill management, air emissions and wastewater control, waste management and waste recycling.

To reduce the environmental impact of their operations, products, and services, Suppliers are encouraged to set environmental targets and track their progress on a continuous basis.

## SUPPLIER MONITORING

A self-assessment questionnaire may be requested from the Suppliers to evaluate the Suppliers' performance and adherence to the Code.

## ACKNOWLEDGEMENT

SUPPLIER: \_\_\_\_\_

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

DATE: \_\_\_\_\_

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