

Supplier Code of Conduct

Ionbond Group

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Ionbond¹ is committed to upholding the highest standards of Environmental, Social, and Governance (ESG) responsibility in our operations and throughout our supply chain. This Supplier Code of Conduct outlines the expectations we have for our suppliers in aligning with our values and commitment to sustainable and ethical business practices.

1. General Compliance with Applicable Laws

Suppliers must comply with all applicable international, national, and local laws and regulations in the countries where they operate. This includes, but is not limited to, laws and standards related to labor, environment, health and safety, product compliance, trade, anti-corruption, and governance.

2. Management Systems

Suppliers are strongly encouraged to implement and maintain management systems certified to international standards such as ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and others as applicable.

3. Environmental Responsibility

3.1. Compliance with Environmental Regulations

Suppliers must comply with all applicable environmental laws, including but not limited to:

- [European Regulation 1907/2006 \(REACH\) incl. Directive 2006/121/EC](#): Suppliers must ensure that all substances supplied to Ionbond comply with REACH requirements and are registered if applicable.
- [RoHS Directive 2011/65/EU and Directive 2015/863/EU](#): Suppliers must ensure that materials supplied comply with RoHS directives, which limit the use of specific hazardous materials in electrical and electronic equipment.

3.2. Conflict Minerals

Suppliers must ensure that any materials sourced do not contain conflict minerals (tin, tantalum, tungsten, and gold) that finance armed groups or contribute to human rights abuses, in compliance with applicable regulations such as the U.S. Dodd-Frank Act and EU Conflict Minerals Regulation.

3.3. Pollution Prevention and Resource Efficiency

Suppliers are encouraged to minimize emissions of greenhouse gases (GHGs), hazardous substances, and other pollutants. Furthermore, they should implement measures to reduce energy, water and raw material consumption as well as to increase the use of renewable energy sources.

3.4. Waste Management

Adopt waste reduction practices, including recycling and safe disposal of hazardous and non-hazardous waste.

3.5. Sustainable Products and Services

Provide environmentally friendly materials, services, or solutions where feasible, supporting Ionbond's goals to develop sustainable technologies and reduce the environmental footprint of our products.

¹ Ionbond means, IHI Ionbond AG and all affiliated companies.

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4. Social Responsibility

4.1. Labor Rights

Ensure fair wages and benefits in compliance with local laws and industry standards.

Prohibit forced labor, child labor, and human trafficking.

4.2. Diversity, Equity, and Inclusion

Promote a diverse and inclusive workplace free of discrimination or harassment based on race, gender, religion, age, disability, or other protected categories.

4.3. Health and Safety

Provide a safe and healthy working environment, identifying and mitigating risks associated with workplace hazards.

Implement training programs to ensure employees are aware of safety practices.

4.4. Respect for Human Rights

Operate in a manner that respects human rights, including the rights of indigenous communities and the prohibition of inhumane treatment.

4.5. Proactive Approach for Social Issues

Comply to Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) requirements to proactively address social issues, focusing on transparency, accountability, and long-term value creation.

5. Governance and Ethical Practices

5.1. Legal Compliance

Adhere to all applicable laws and regulations in countries of operation, including anti-corruption, anti-bribery, fair competition, REACH, RoHS, and conflict minerals regulations.

5.2. Business Integrity

Conduct business with integrity, avoiding conflicts of interest and unethical practices.

Prohibit the offering or acceptance of bribes, kickbacks, or other improper incentives.

5.3. Counterfeit Parts Prevention

Suppliers must develop, implement, and maintain processes to prevent the introduction of counterfeit parts or materials into Ionbond's supply chain. This includes ensuring traceability of materials, verifying authenticity, and promptly addressing any suspected counterfeit materials.

5.4. Export/Import Control and Economic Sanctions

Suppliers must comply with all applicable export and import control laws, trade regulations, and economic sanctions programs. Suppliers are responsible for ensuring that their activities, products, and services do not violate international sanctions or export control regulations and must provide accurate information regarding product classifications when requested.

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5.5. Confidentiality and Intellectual Property

Safeguard Ionbond's proprietary information and intellectual property and refrain from unauthorized use or disclosure.

5.6. Grievance Mechanism

Suppliers must implement a grievance (whistleblower) system to allow employees and stakeholders to report potential violations of this Code of Conduct, unethical behavior, or legal non-compliance without fear of retaliation. Suppliers must ensure that individuals who make good faith reports are protected from unfair treatment, discrimination, or any adverse consequences as a result of their report.

5.7. Transparent Reporting

Maintain accurate records and provide transparency in financial and operational reporting.

Disclose any material risks, non-compliance, or unethical practices that could impact Ionbond's reputation or supply chain.

5.8. Upstream Supplier Expectations

Suppliers are expected to communicate and require compliance with the principles outlined in this Supplier Code of Conduct within their own supply chains, including their subcontractors and upstream suppliers. Suppliers must ensure that their upstream partners adhere to similar standards of environmental, social, and governance responsibility.

6. Information Security

6.1. Defense Against Cyberattacks

Suppliers must implement robust cybersecurity measures to defend against cyberattacks and protect Ionbond's operations, supply chain, and data. This includes safeguarding against malware, phishing, and other forms of unauthorized access.

6.2. Protection of Personal Information

Suppliers must comply with applicable data protection regulations, including the General Data Protection Regulation (GDPR) or equivalent, to ensure the security and confidentiality of personal information related to Ionbond and its stakeholders.

6.3. Protection of Confidential Information

Suppliers must safeguard Ionbond's confidential information and proprietary data from unauthorized disclosure, loss, or theft. Confidential information should only be shared with authorized personnel and used strictly for its intended purposes.

6.4. Monitoring and Incident Response

Suppliers must monitor their systems for potential breaches and implement incident response plans to address and mitigate the impact of any data or cybersecurity incidents. Suppliers must promptly inform Ionbond of any security breaches that could impact Ionbond's business or data.

7. Reporting and Audits

Suppliers are obliged to provide reports per applicable regulations and standards.

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7.1. Reporting ESG Metrics

Suppliers must monitor and report ESG-related metrics in accordance with applicable legal and regulatory requirements to ensure transparency and accuracy in their reporting and provide relevant information upon request to demonstrate compliance.

7.2. Participation in Audits

Agree to periodic assessments or audits by Ionbond or third-party evaluators to verify compliance with this Code of Conduct.

8. Implementation and Accountability

8.1. Communication and Training

Suppliers must ensure their employees, subcontractors, and sub-suppliers are informed about and comply with this Code of Conduct.

8.2. Corrective Actions

If violations are identified, suppliers are expected to take immediate corrective actions and work collaboratively with Ionbond to address the issues.

8.3. Termination of Contracts

Breach of the Supplier Code of Conduct and/or GTCP or any other superseding agreements, enables Ionbond to directly hold all open orders, payments and other pending liabilities.

Acknowledgment

We, the undersigned supplier, acknowledge receipt of and agreement to comply with the Ionbond Supplier Code of Conduct.

Supplier Name (Legal Entity):

Authorized Representative (Name & Title):

Signature:

Date (DD/MM/YYYY):
