

DESOTEC SUPPLIER CODE OF CONDUCT

Version 10/07/2023

DESOTEC is an international developer, producer and supplier of purification solutions mainly based on the activated carbon technology. Our complete solutions include the supply of a wide range of mobile adsorption systems.

DESOTEC seeks to develop a long-term business relationship with its suppliers who should have a natural respect for our ethical standards in the context of their own particular culture. The DESOTEC Supplier Code of Conduct outlines the minimum requirements regarding fair business practices and ethics, labor practices, impact on the environment and health and safety performance. DESOTEC suppliers will uphold the highest standards of fair business practices and ethics, including:

1. Legal aspects and intellectual property rights

DESOTEC suppliers confirm to always comply with all local legal requirements. The intellectual property rights of third parties will be respected by all concerned.

2. Employment conditions

DESOTEC suppliers confirm to support the 'United Nations Universal Declaration of Human Rights' (<http://www.un.org/en/documents/udhr/>) and the conventions and recommendations of its International Labor Organization. Under no circumstances can DESOTEC tolerate:

- Child labor. Employees must have the minimum age for employment.
- Exploitation of any vulnerable individual or group
- Forced labor or labor which involves physical or mental abuse or any form of mental or corporal punishment.

Wages and benefits must be fully in compliance with local norms and laws and with the general principle of fair and honest dealings. Suppliers must ensure that all manufacturing processes are carried out under conditions which have proper and adequate regard for the health and safety of those involved.

3. Anti-Corruption

DESOTEC suppliers confirm to strictly comply with applicable laws prohibiting the bribery of public officials and private persons, influence peddling, money laundering that may in particular entail a public contract debarment, including:

- French anti-corruption law,
- the 1977 Foreign Corrupt Practices Act of the United States,
- the 2010 UK Bribery Act,
- the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions of December 17, 1997.

DESOTEC suppliers confirm to put in place and implement all necessary and reasonable policies and measures to prevent corruption. DESOTEC suppliers declare that to their knowledge, its legal representatives, directors, employees, agents, and anyone performing services for or on behalf of DESOTEC do not and will not directly or indirectly offer, give, agree to give, authorize, solicit, or accept the giving of money or anything else of value or grant any advantage or gift to any person, company or undertaking whatsoever including any government official or employee, political party official, candidate for political office, person holding a legislative, administrative or judicial position of any kind for or on behalf of any country, public agency or state owned company, official of a public international organization, for the purpose of corruptly influencing such person in their official capacity, or for the purpose of rewarding or inducing the improper performance of a relevant function or activity by any person in order to obtain or retain any business for DESOTEC or to gain any advantage in the conduct of business for DESOTEC. DESOTEC suppliers ensure that any of its legal representatives, directors, employees, agents, sub-contractors and anyone performing services for or on behalf of DESOTEC has been, or is listed by any government agency as being debarred, suspended, proposed for suspension or debarment, or otherwise ineligible for participation in government procurement programs and/or bidding following invitations to bid advertised by the World Bank or any other international development bank.

4. Non-discrimination

DESOTEC suppliers commit to provide equal opportunities in terms of recognition, individual progression and career path, irrespective of their origin or belief. DESOTEC does not tolerate discrimination or harassment of any kind, most notably on the basis of race, gender, age, religion or political opinions or views.

5. Health and safety

DESOTEC seeks to collaborate with suppliers that provide a safe and healthy workplace for their employees. Any DESOTEC supplier and its employees are committed to operate in a safe way and to working towards a goal of zero incidents. Any DESOTEC supplier provides its employees with all the necessary training and personal protection means.

6. Environmental aspects

The realization of environmental standards is a complex issue. DESOTEC expects its suppliers to comply with all applicable environmental regulations and legislations. DESOTEC suppliers are committed to develop cleaner processes and aim to minimize the impact on the environment and follow best practices in environmental management, including energy and resource efficiency, limitation of CO₂ emissions and other greenhouse gases, responsible water management, waste treatment & reduction and recycling.

7. Freedom of association

DESOTEC recognizes and respects the freedom of employees to choose whether or not to associate with any group of their own choosing, as long as such groups are legal in their own country. Suppliers must not prevent or obstruct such legitimate activities.

8. Economic Sanction Regulations

DESOTEC suppliers and their subcontractors confirm to comply with applicable global trade laws, including (i) the U.S. Export Administration Regulations (“EAR”) administered by the U.S. Commerce Department’s Bureau of Industry and Security (“BIS”), (ii) the U.S.

International Traffic in Arms Regulations (“ITAR”) administered by the U.S. State Department’s Directorate of Defense Trade Controls (“DDTC”), (iii) the economic sanctions rules and regulations administered by the U.S. Treasury Department’s Office of Foreign Assets Control (“OFAC”), (iv) European Union (“EU”) regulations on export controls and sanctions, (v) United Nations sanctions policies, (vi) all relevant regulations made under any of the foregoing, and (vii) other applicable economic sanctions, export control, or import laws. In the event of any dealing in controlled products, technology, services, or information, whether directly or indirectly, the DESOTEC supplier will first obtain all necessary written consents, permits, and authorizations, and complete such formalities as may be required by, any applicable global trade laws.