



Reactec Charter for Suppliers

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1 INTRODUCTION

This Charter has been drawn up for Reactec's suppliers, contractors, and service providers – collectively referred to as “the Supplier”. The Charter defines the commitments expected by Reactec in terms of ethics, fighting corruption, respect for human rights, compliance with labour standards, as well as health and safety, environmental protection and information security. By adopting this Charter, the Supplier undertakes to comply with and implement all the principles it contains and to ensure that its own suppliers do likewise, in compliance with their contractual commitment and the prevailing national legislation.

The Supplier will cooperate with any internal or external auditors commissioned by Reactec to monitor application of the Charter and, as far as possible, will ensure that its own suppliers and subcontractors do likewise.

For all the themes set forth in this Charter, the Supplier undertakes to comply with the principles of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organisation (ILO) and the United Nations Sustainable Development Goals, in accordance with applicable legislation and regulations, and prevailing contractual provisions.

Any serious or persistent failure by the Supplier to comply with the principles contained in this Charter will constitute a breach of its contractual obligations which may entail the application of measures provided for in the contract, including termination of the contract because of Supplier's default, without prejudice to any damages that could be claimed by Reactec. If circumstances mean that a Supplier is unable to comply with certain principles contained in this Charter, it should immediately inform Reactec of the fact to agree on the corrective measures to be taken.

2 ETHICS

All suppliers are expected to comply with our Code of Ethics. This includes:

- I. Complying with the laws and legislation of the country in which they are operating.
- II. Respect for employees based on the principles of mutual trust and respect, and treating others with dignity and equality.
- III. Not performing any activity, either directly or indirectly, and not making any statements that would place them in a conflict of interest with the company
- IV. Promoting good ethical conduct across the organisation, fighting corruption and fraud, and complying with competition law and embargo rules
- V. Treating all customers and suppliers honestly and fairly regardless of their size.
- VI. Having a whistleblowing process

2.1 Gifts and invitations

The Supplier undertakes not to offer any Reactec employee, or closely associated persons, any gift, invitation, act of accommodation, favour, or any other benefit, pecuniary or otherwise, liable to corrupt, influence or compromise the integrity, independence of judgment or objectivity of the employee concerned in his or her relations with the Supplier. The Supplier undertakes not to assume any travel or accommodation expenses incurred by a Reactec employee, for any commercial contacts, site visits, audits, or product presentations.

2.2 Conflicts of interest

The Supplier shall avoid situations where there is a real or potential conflict of interest with Reactec employees, or with their family or closely associated persons, which could affect the independence or objectivity of their professional actions or decisions. Where it is not possible to avoid the occurrence of a conflict of interest, the Supplier shall openly inform Reactec of the situation, so that additional measures can be taken.

3 COMPLIANCE WITH LABOUR STANDARDS

3.1 Freedom of association and the right to collective bargaining

The Supplier undertakes to comply with the principles of ILO Convention C87, namely the freedom of association, the protection of trade union rights and the right to collective bargaining, in accordance with local legislation. Reactec fully supports employees' rights to associate with any collective they wish, including joining or leaving a collective such as Trade Unions that represents employees' interests and needs. These may be used to act on behalf of the individual including collective bargaining as a process of negotiation between employer and a collective of employees.

3.2 Use of forced or compulsory labour/Modern Slavery

The Supplier undertakes not to use forced or compulsory labour as defined in ILO Convention C29 which defines forced or compulsory labour as all work or service which is exacted from any person under the menace of any sanction and for which the said person has not offered himself voluntarily. It is strictly forbidden to withhold, as a condition of employment, any identity documents, passports, training certificates, work permits or any other form of identification or any other means of duress. Likewise, workers have no obligation to pay deposits or financial guarantees.

3.3 Use of illegal labour

The Supplier undertakes not to use illegal labour as defined by the rules of the countries in which it operates.

3.4 Child Labour

The Supplier undertakes to apply rules relating to the elimination of child labour and the protection of children as defined by ILO conventions. It undertakes not to employ persons who have not attained the minimum working age in accordance with ILO Conventions C138 and C182.

3.5 Discrimination, Harassment & Equal Opportunity

Under the conditions set forth in ILO Convention C111, the Supplier undertakes not to operate any distinction, exclusion, or preference based on race, colour, sex, religion, political opinion, national extraction, or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

In accordance with ILO Convention C111, distinctions, exclusions, or preferences based on the inherent requirements for a particular job, and special measures designed to meet the requirements of persons who, for reasons such as sex, age, physical or mental health, invalidity, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance (positive discrimination), are not deemed to be discrimination. The Supplier will comply with local legislation relating to the employment of persons with disabilities.

3.6 Working time.

The Supplier will comply with local legislation on working time, including overtime. In the absence of national laws, the ILO standards must apply. Each worker must have at least 24 consecutive hours of rest in a seven-day period, except in exceptional circumstances.

3.7 Remuneration

The Supplier will comply with local legislation on minimum wages and undertakes to pay employees their wages regularly. The Supplier undertakes to pay overtime at the rates defined by the prevailing local legislation. In the absence of national regulations, remuneration must be sufficient to meet basic needs, in accordance with ILO Convention C131 on Minimum wage fixing. Remuneration conditions must be clearly communicated to workers.

3.8 Harassment

Employees should not be subject to physical punishment, harassment, or abuse of any nature, whether it be sexual, psychological, or verbal.

4 HEALTH AND SAFETY

The Supplier shall endeavour to provide its workers with a safe environment that safeguards their health. Risks relating to its activity must be identified and assessed. The Supplier must make every effort to control these risks and take the necessary

precautionary measures to prevent accidents and protect employees from accidents and occupational illnesses. In particular, the Supplier must:

- I. regularly organise appropriate training to ensure that workers have sufficient knowledge of health and safety.
- II. inform workers of potentially dangerous equipment or products and provide workers with appropriate protective clothing and equipment and instructions on their use.
- III. avoid the use of chemicals that present high risks to human health and/or the environment and comply with the principles of UK REACH (Registration, Evaluation, Authorisation and restriction of chemicals) and EU REACH (EC) 1907/2006 regulation to manage risks linked to these substances.
- IV. where necessary, guarantee access to first aid for workers.
- V. when providing accommodation, ensure that it is clean and safe and meets the essential needs of workers.

The Supplier shall ensure that its activities do not negatively impact the health and safety of its workers, subcontractors, other people involved in its operations, local people, and the users of its products.

The Supplier is encouraged to implement a health and safety management system based on international standards, such as ISO 45001 or any other equivalent standard.

5 ENVIRONMENTAL PROTECTIONS

The Supplier will apply a policy both for its products and for its management system, to reduce its impact on the environment and take measures to protect the environment, especially as regards nature conservation, the preservation of biodiversity and ecosystems, the depletion of natural resources and the management of waste and toxic substances. It will endeavour to limit the nuisance caused to local residents; reduce energy consumption, discharges into water, the air (including greenhouse gas emissions), and the soil; and reduce and manage the waste generated at the various stages of its activity.

The Supplier must obtain and comply with all necessary environmental permits. The Supplier shall incorporate environmental, health and safety criteria into the purchasing of products and services and the design, production, and implementation of its own products and services, to reduce their impact in these areas throughout their lifecycle while maintaining and/or improving their quality. The supplier should aim to use recyclable packaging, avoiding plastics where possible.

At the very least, the Supplier undertakes to comply with locally applicable laws and standards and with the prevailing laws of the product destination country or countries. The Supplier is encouraged to implement an environment management system based on international standards such as ISO 14001.

5.1 Conflict Minerals Sourcing

In line with the EU Conflict Minerals Regulation 2017/821, suppliers undertake to comply with all applicable laws, regulations, and the resulting due diligence obligations regarding the procurement of minerals and materials from conflict regions and high-risk areas ("Conflict Minerals") that may contribute to human rights violations, corruption, the financing of armed groups or similar negative effects. Conflict minerals are currently defined as Tin, Tungsten, Tantalum and Gold (3TG).

5.2 Responsible and Ethical Sourcing

We expect suppliers to always use ethical sourcing for the products that they supply to us, and use recognised responsible resourcing schemes wherever possible in compliance with BES 6001 or equivalent international standards for Responsible Sourcing Standard.

5.3 RoHS

Suppliers shall comply with EU RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) Directive 2002/95/EC), by restricting the use of hazardous substances in electrical and electronic equipment (EEE), sub-assemblies, components, or cables to protect the environment and public health. The substances currently banned under RoHS are lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (CrVI), polybrominated biphenyls (PBB), polybrominated diphenyl ethers (PBDE), and four different phthalates (DEHP, BBP, BBP, DIBP).

Suppliers shall ensure that any goods supplied to Reactec are RoHS compliant and shall maintain compliance recordkeeping (which must be kept for 10 years) including conformity assessment, CE marking, maintenance of compliance throughout production and the supply chain, and self-reporting of non-compliance.

5.4 Ukraine /Russia conflict

Reactec expresses its solidarity with the Ukrainian people and supports the scope and strength of sanctions put in place by Europe. As part of the economic sanctions, the EU has imposed a number of import and export restrictions on Russia. This means that European entities cannot sell certain products to Russia (export restrictions) and that Russian entities are not allowed to sell certain products to the EU (import restrictions). Reactec expects its suppliers to likewise support measures restricting the sale or export of sensitive dual-use goods and technology either directly or via third countries to Russia.

6 INFORMATION SECURITY

Suppliers shall maintain information security standards appropriate to the sensitivity of information being handled and shall, as a minimum, keep details of Reactec's products and its customers confidential and secure. When handling personal data (either as a

data controller or as an appointed data processor to Reactec) suppliers shall comply with the UK Data Protection Act 2018 and the EU GDPR regulations at all times.

7 SUPPLIER ACKNOWLEDGEMENT

Suppliers are required to communicate the principles of this document to their own suppliers and obligate them to observe the same principles and comply with the relevant laws and standards within these areas.

By signing below, the supplier hereby agrees to comply with these standards and operate in a manner that is aligned with the requirements detailed within this policy.

Name..... Position

Signed:

Date.....

Conflict Minerals

Please confirm that any conflict Minerals in section 5.1 used in production of Reactec products are ethically sourced.

Company

Name..... Position

Signed:

Date.....