



SUPPLIER CODE OF CONDUCT

 **Applexion**
beyond purification

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I. President statement

At Applexion, we are committed to complying with applicable laws and upholding internationally recognized corporate, social and environmental governance standards (together the “Governance Standards”).

Applexion aspires to promote and encourage social responsibility throughout its value chain. As a result, Applexion prefers to do business with partners whose values are consistent with its own. Applexion therefore expects its suppliers and their own suppliers’ and subcontractors to fully comply with applicable laws and adhere to the Governance Standards.

We particularly expect our suppliers to support and respect the following Governance Standards.

Damien Brichant
President



II. Application of the supplier code of conduct

This Supplier Code of Conduct (the “Code”) shall apply to all suppliers, subcontractors, or more generally companies working with and/or for **Applexion** (“Suppliers”) and companies operating under **Applexion** tradename: Applexion SAS, Process Solutions Americas LLC, Novasep Asia Co Ltd, Novasep Trading Co Ltd, Novasep Process Engineering Ltd (India), individually and commonly referred as “**Applexion**”, including every director, officer, manager and employee of **Applexion** (together, “Employees”) and all agents or contractors of **Applexion**.

This Code is fundamental for **Applexion** and for how **Applexion** conducts business. The Code defines the broad principles of ethical business conduct practised by **Applexion** and which **Applexion** expects its Suppliers to comply with.

Each Supplier is responsible for understanding the Code and complying with it.

III. Compliance with laws and regulations

Suppliers of **Applexion** (“Suppliers”) shall comply with all laws and regulations applying to them in all countries where they conduct business.

Suppliers shall support the protection of internationally proclaimed human rights.

Suppliers shall comply with all applicable trade sanctions, import and export laws and regulations when engaging in international trade and transferring goods, funds, services, software or technology.

IV. Labor

Suppliers shall not use child labor and shall ensure that young workers are above a country's legal age for employment.

Suppliers shall not use or support the use of forced or bonded labor. The use of inhumane treatment and corporal punishment shall be banned by suppliers.

Suppliers shall fight discrimination in the workplace and ensure their employees are working in a harassment-free environment.

Suppliers shall recognize and respect the rights of employees to freedom of association and collective bargaining.

Wages and benefits paid to supplier's employees shall abide by applicable national laws. Working hours of suppliers' employees shall not exceed the maximum set by applicable law.

Suppliers shall comply with employees' rights to privacy and data protection, as set by applicable law.

V. Ethics

Suppliers shall not engage in or tolerate any form of bribery, corruption, extortion or embezzlement, and shall not offer **Applexion's** employees any gifts or personal benefits likely to influence their decision making.

Suppliers shall comply with applicable laws regarding fair competition and engage in fair business practices.

Suppliers shall use valid intellectual property rights.

Suppliers shall have policies and procedures in place to ensure that books, records and accounts are accurate, complete and transparent.

Suppliers shall ensure that their employees' decisions are not based on any conflict of interest.

VI. Health, safety, environment and decarbonation

Suppliers shall comply with all applicable laws and regulations regarding health, safety and environment. They shall obtain and keep updated all permits, licenses and registrations needed.

Suppliers shall provide their employees with a healthy and safe working environment.

Suppliers shall have systems in place to ensure that waste, air emissions and wastewater discharges are managed safely before, during and after release into the environment.

Suppliers are also expected to engage in climate-friendly processes to reduce power consumption, greenhouse gas emission and to limit the use of natural resources and to provide best efforts to provide greenhouse gas emission data on the products & services supplied to **Applexion** in a regular and robust manner.

VII. Compliance with the supplier code of conduct

Suppliers are expected to abide by the above principles and to assess and manage risks in all areas addressed in this document. They are encouraged to implement their own binding guidelines or policies to ensure compliance with the Governance Standards.

Suppliers are also responsible for ensuring that their own suppliers and subcontractors follow the principles set out in the Supplier Code of Conduct.

Applexion may ask its Suppliers based on a risk-based approach to verify their compliance with the requirements of the Supplier Code of Conduct by (i) self-assessments or third-party desktop assessments on their performance and compliance with the Governance Standards, (ii) providing compliance statements confirming compliance with the Governance Standards (see Appendix I), or (iii) subject to their permission, conducting itself or with a third party acting on **Applexion's** behalf on-site audits to verify compliance with the Governance Standards.

Suppliers are expected to report any suspected violations of the Supplier Conduct of Conduct to their **Applexion** contact person or by writing to supplier.compliance@Applexion.com and to take appropriate corrective action if there is a cause for concern.

Serious and/or repeated failure of a supplier to comply with the Supplier Conduct of Conduct shall directly impact the ability of the supplier to do business with **Applexion**.



VIII. Appendix 1

Supplier Acknowledgment

We, the undersigned hereby confirm that:

- We have received and taken due note of the contents of the Supplier Code of Conduct version July 2023,0
- We will comply with the Applexion Supplier Code of Conduct requirements,

We understand we may be asked by Applexion to accept additional investigations, site visits or audits in order to provide required levels of assurance with the standards prescribed.

Name of Company: _____

Company address: _____

Company's Business Registration/Code/Number: _____

Name and Title: _____

Signature Company Stamp/Seal

Date & Place: _____

1 Upon Applexion request, please return a signed copy of this compliance statement within fifteen (15) calendar days of receipt of the Supplier Code of Conduct.