

Supplier Code of Conduct

> INTRODUCTION

IXM Holding SA, together with all its directly or indirectly controlled or majority-owned subsidiaries (collectively, "IXM") commit to maintaining a high level of ethical and legal conduct. IXM holds the same expectations for those with whom we have a business relationship. IXM is providing this Supplier Code of Conduct to ensure that our expectations and standards are understood and followed by everyone involved in IXM operations.

"Supplier" is defined as any legal entity or person that provides goods or services to IXM. A Supplier may include suppliers, contractors, consultants, vendors, their subcontractors and any other contracted third parties.

IXM expects its Suppliers to read, understand, and abide by this Supplier Code of Conduct. This Supplier Code is based upon internationally recognized principles and sets the minimum standard expected of Suppliers to IXM. Suppliers are encouraged to work with their own suppliers and subcontractors to actively promote the adoption of the principles set out in this Supplier Code into their own supply-chain.

> HUMAN RIGHTS AND LABOUR

IXM is committed to support and respect internationally recognized human rights and labour rights. These include:

- the International Bill of Human Rights;
- the United Nations (UN) Guiding Principles on Business and Human Rights;
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at work

IXM expects its Suppliers to:

- Support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit of human rights abuses (as derived from the Universal Declaration of Human Rights)
- Create and maintain a work environment where all employees are treated with dignity and respect. In particular, Suppliers and their employees should not engage in, nor tolerate any kind of corporal punishment, inhumane treatment, verbal or

psychological harassment or abuse, sexual exploitation abuse, or any threat of such treatment or abuse.

- Prohibit any form of forced or compulsory labour - as defined by the International Labour Organisation (ILO) Abolition of Forced Labour Convention, 1957 (No. 105) - in their operations and throughout their supply chain.
- Prohibit any form of child labour - as defined by the International Labour Organisation (ILO) Minimum Age Convention, 1973 (No. 138) - in their operations and throughout their supply chain. This includes employment of persons under the age of 18 for work that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of such persons.
- Recognize and guarantee the freely exercised right of workers, to form and join a trade union, defend their interests, and bargain collectively.
- Ensure equality of treatment and opportunity in respect of employment and occupation without discrimination based on sex, race, national extraction, social origin, religion, age, disability, or beliefs.
- Provide their employees with fair and competitive wage and other benefits that comply with applicable national laws and that guarantees to meet basic needs. Suppliers should also ensure that working hours comply with applicable national laws and that employees are allowed at least one day off per seven-day week.
- Ensure that (a) the workplace, machinery, equipment under their control are safe and without risk to health; (b) the chemical, physical, and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken; and (c) where necessary, adequate protective clothing and protective equipment are provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health.
- Have zero tolerance for any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling, or export of minerals, and to align practices with the Voluntary Principles on Security and Human Rights (VPSHR), where applicable.

ETHICS

As per its Group Code of Business Conduct, which applies to all its employees and subsidiaries, IXM is committed to operating our business in accordance with strong ethical principles, and to comply with all applicable local and international laws and regulation.

IXM expects its Suppliers to:

- Comply with all applicable laws and regulations, including but not limited to requirements in relation with (a) anti-bribery and corruption, (b) anti-money laundering, (c) antitrust and fair competition, (d) sanctions and trade controls.
- Hold the highest standards of integrity in all business interactions, and prohibit any form of bribery, corruption, extortion, and embezzlement.
- Prohibit any promise, offer, authorization, gift, or acceptance of anything of value, either directly or indirectly through a third-party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.
- Adopt a policy and exercise due diligence on the source and chain of custody of metals and minerals included in the Supplier's supply chain to reasonably assure that they are sourced in a way consistent with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.
- Accurately reflect their business dealings in their books and records and prohibit any falsification of records or misrepresentation of conditions or practices in their supply chain.
- Disclose to IXM any situation that may appear as a conflict of interest and disclose to IXM if any IXM employee may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier.

> ENVIRONMENT

IXM is committed to maintaining compliance with all applicable national and international environmental laws and regulations as well as continuously improving its environmental footprint. This commitment drives us to identify and consider new opportunities to monitor and minimize the impact of our operations on the environment, as well as to join global efforts in the fight against climate change.

IXM expects its Suppliers to:

- Comply with all applicable laws and regulations regarding the protection of the environment. In particular, Suppliers should obtain and keep current all required permits, licenses, and approvals from applicable authorities, and follow their operational and reporting requirements.

- Identify and manage any chemical and other materials posing hazard generated from Supplier operations to ensure their safe handling, storage, recycling, reuse, and disposal.
- Monitor, control, and treat wastewater and solid waste generated from Supplier operations prior to discharge or disposal.
- Monitor, control, and treat air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from Supplier operations prior to discharge or disposal.

> REPORTING VIOLATIONS OF THIS POLICY

All our stakeholders are encouraged to report any grievances linked to this Supplier Code of Conduct or suspected violations of it via IXM [Raising Concerns](#) tool. The complaints can be made anonymously and IXM will ensure protection of the reporting person from any form of retaliation.

Any questions related to this Code of Conduct can be addressed to IXM

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