

# Supplier Code of Conduct Policy

## Purpose

At Camida we are dedicated to conducting our business activities in a manner which is responsible, sustainable and ethical. Our Responsible Sourcing Policy outlines our commitment to sourcing products, materials, and services in a way that endorses and encourages environmental sustainability and stewardship, respects and promotes human rights and social responsibility. This policy in conjunction with our Responsible Sourcing Policy sets out the minimum standards and behaviours that Camida expects from our suppliers, subcontractors, and supply chain partners. The purpose of this policy is to ensure that both Camida and our suppliers engage in responsible procurement practices and ethical and legal business practices. In Camida we believe in the need to work together with our suppliers to create a positive impact on the world while delivering high-quality products to our customers.

## Scope

The term “supplier” includes vendors, suppliers, contractors, consultants, agents, supply chain partners and other providers of goods and services who do or seek to do business with Camida worldwide.

## Contractual Obligations

We require suppliers to honour the terms and conditions of contracts and our Supplier Code of Conduct.

## Labour Practise and Standards

Suppliers are expected to respect the human rights of their employees and to comply with all relevant laws and regulations within the countries in which they operate.

Special attention should be given to the rights of vulnerable groups, including women, children, people with disabilities, indigenous peoples, migrant workers, and older persons.

- ***Child Labour***

Use of child labour in all forms is prohibited. Children under the age of 15 years or less than the age for completing compulsory schooling, may not be employed by a supplier except where established by local laws. Young people under the age of 18 may not be employed to engage in work that is dangerous or potentially harmful to their health and/or development. Suppliers should develop and implement mechanisms to detect child labour.

- ***Forced Labour***

Prohibited forced labour (slavery) and human trafficking constitutes a violation of fundamental human rights. Suppliers shall not use forced, bonded or involuntary prison labour and that employment is freely chosen by the employee. Suppliers shall not hold an employee’s personal identification records. All workers must be free to leave employment without penalty if they choose. Suppliers must not engage in exploitative practices such as forced overtime as this constitutes forced labour.

- ***Fair Compensation***

Suppliers are expected to provide fair wages and benefits in compliance with local laws and industry standards and support equal pay for equal work, regardless of gender, race, or other factors.

- ***Freedom of Association and Collective Bargaining***

Suppliers are expected to allow employees to legally organise and join associations without fear of reprisal. As per the UN Global compact, “association” includes activities of rule formation, administration, and the election of representatives.

- ***Working Conditions***

Suppliers must maintain safe and healthy working conditions for their employees. Adequate facilities, proper training, and appropriate protective equipment must be provided to ensure the well-being of workers. This includes complying with all applicable environmental, health and safety laws and guidelines.

- ***Diversity and Inclusion***

Suppliers are encouraged to cultivate a work environment that promotes equality, diversity and inclusion.

- ***Respect and Dignity***

Suppliers are required to treat all individuals with respect and dignity, fostering a work environment free from discrimination, harassment, or any form of unfair treatment based on race, gender, religion or any other protected characteristic.

## Environmental Policy

In Camida we recognise our responsibility to minimise the environmental impact of our sourcing activities.

Our suppliers are expected to follow these guidelines:

- **Environmental laws:** suppliers must comply with all applicable environmental laws and regulations in their operations. Suppliers are expected to minimise their environmental impact and promote sustainability.
- **Resource efficiency:** We encourage suppliers to adopt practices that reduce waste, conserve energy and minimise water usage.
- **Carbon Footprint:** Suppliers are encouraged to measure, manage, and reduce their carbon footprint. We value the use of renewable energy sources and the reduction of greenhouse gas emissions.
- **Biodiversity and Ecosystem Protection:** Suppliers should take measures to protect biodiversity, avoid deforestation and land use change, and minimise the negative impact on ecosystems both marine and land based.

## Ethical Business Practices

In Camida we are committed to conducting business in an open, honest and ethical manner and in full compliance with all relevant laws and regulations. Camida's zero tolerance approach to unethical business practices is documented in the Camida Bribery and Corruption Policy. In turn we expect our suppliers to maintain the highest standards of ethical behaviour. Suppliers should be transparent and engage in unbiased dialogue with stakeholders.

- **Anti-Corruption and Bribery:** Suppliers must not engage in bribery, corruption, or any other unethical business practices. Suppliers are expected to comply with all applicable laws and regulations in the regions where they operate and conduct business.
- **Transparency:** We value transparency in business operations and expect the same in turn from our suppliers.
- **Intellectual Property:** Suppliers must respect intellectual property rights and only use the intellectual property of others with proper authorisation.
- **Responsible Sourcing:** We encourage suppliers to adopt responsible sourcing policies and procedures. To sourcing products, materials, and services in a way that endorses and encourages environmental sustainability and stewardship and respects and promotes human rights and social responsibility.
- **Conflict of Interest:** Suppliers must promptly disclose any actual or potential conflicts of interest that could compromise the fair and impartial execution of their responsibilities to Camida.
- **Business Integrity:** Suppliers shall conduct themselves with the highest standards of integrity, honesty, and ethical behaviour in all interactions related to Camida, upholding the principles of fair competition and transparency in their operations.

## Quality

Suppliers should maintain high-quality standards for their products or services and prioritize the safety of consumers and end-users.

## Data Protection

Suppliers must safeguard the confidentiality of information shared by Camida and comply with data protection laws when handling any sensitive information.

## Social Responsibility

Suppliers are encouraged to actively contribute to the well-being of the communities in which they operate and support social initiatives that promote positive impacts.

## Continuous Improvement

Camida recognise that responsible sourcing is an ongoing process and are committed to continuous improvement and collaboration with our suppliers to enhance sustainability and responsibility within our supply chain. Suppliers are expected to continuously assess and improve their processes, products, and services to align with industry best practices and evolving standards.

Suppliers should develop a code of practice for its operations and products that confirms commitment to care for health and the environment.

Suppliers are encouraged to develop sustainability targets and indicators.

Product development should be planned with designers and suppliers to improve environmental performance through technology or design.

## Compliance and Enforcement

Non-compliance with this code of conduct may result in corrective action, up to and including termination of the business relationship between Camida and the supplier. We may conduct audits or assessments to ensure compliance, and we encourage our suppliers to self-assess their practices against this policy.

## Communication and Reporting

Suppliers should establish clear communication channels and promptly report any issues or concerns related to their adherence to this code of conduct. We require our suppliers to raise concerns about any potential breach of this Code of Conduct or applicable laws to [quality@camida.com](mailto:quality@camida.com) or your business relationship manager.

Adhering to this policy demonstrates our dedication to ethical sourcing, environmental stewardship, and social responsibility. Together we can make a positive impact on the global community.

Signed:   
David Anchell  
Chief Executive Officer

Date: 16<sup>th</sup> June 2025  
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