

Becoming a Supply Partner to Exwold: The Code of Conduct

Exwold is committed to doing business responsibly, ethically and sustainably at all times.

As a contract formulation and process company, we conduct our business safely, efficiently and responsibly. The company always adheres to the highest standards of ethical conduct, integrity and legal compliance.

In dealing with our partners, Exwold commits to:

- Conducting our business ethically.
- Selecting and treating all our partners fairly.
- Adhering to contractual obligations and raising any concerns in a timely manner.
- Ensuring Safety, Environment and Sustainability are considered in Supplier evaluation.

We expect the same standards from our partners

Exwold will only deal with Suppliers, Consultants and Distributors who conduct business in an ethical and responsible manner.

We expect our Partners to comply with all applicable laws and regulations and following the minimum requirements set out in this Code of Conduct:

Human Rights

Partners must:

- Treat employees fairly and with respect
- Provide a workplace free from discrimination, bullying and harassment
- Pay in compliance with Minimum wage laws
- Respect fundamental human rights
- Never use child or forced labour
- Protect personal information in accordance with applicable laws

Business Conduct

Partners must:

- Comply with all applicable laws and regulations including anti-corruption, competition, money laundering, financial and anti-bribery laws.
- Not offer bribes or act inappropriately to secure business
- Not offer Gifts, Meals and entertainment to influence business. Exwold has a strict policy that any gifts must not exceed a value of £75.
- Respect Exwold's and its partner's confidential information; information must not pass outside your organisation without expressed permission in writing from your Exwold contact.
- Conduct your business in compliance with trade compliance regulations including customs, import and export regulations and trade sanctions.

Environment & Safety

Partners must

- Provide a safe working environment for your employees.
- Have systems in place to prevent accidents and injuries.
- Fully comply with all relevant Health and safety laws and regulations.
- Seek to reduce their environmental footprint.
- Comply with all Environmental laws and regulations.
- Contractors must adhere to Exwold's Contractors Policy.

Exwold may require additional verification of compliance including audits.

Non-compliance to the Code of Conduct may lead to the termination of business.

If you have any concern about compliance to this code of conduct please contact enquiries@exwold.com or your main contact at Exwold. Any issues will be treated with the utmost confidentiality.

Please sign below to confirm compliance with the Exwold Code of Conduct and return the signed form to purchasing@exwold.com

Print Name:

Position:

Company Name:

Date: