

供应商行为准则

埃克赛承诺遵守适用于集团业务行为的所有法律、法规和规章，并实施符合埃克赛集团行为准则的高标准的诚信和廉洁道德标准。

此供应商行为准则基于埃克赛集团行为准则，埃克赛希望所有的供应商以及业务伙伴遵循供应商行为准则内规定的要求。供应商应该确保自己的员工以及下级供应商和分包商认识到并遵循这些要求。

遵守法律法规

供应商应仅使用不受任何国家出口管制和/或制裁的材料和服务，并应书面确认（例如 EAR99）。供应商应始终遵守，尤其是有关埃克赛方面的，适用于供应商、材料原产地、产品制造和运输以及服务等方面的所有法律、法规和条例，包括涵盖涉及货物、软件和技术出口和转出口的监管和控制措施，以及相关被禁运任何国家。

人权以及工作场所规定

供应商应该支持和尊重对人权和劳工权益的保护，履行联合国的《世界人权宣言》和国际劳工组织 (ILO) 的《国际劳工组织核心公约》。

供应商应支持和尊重不受歧视、结社自由，有效承认集体谈判权、机会和待遇平等的自由。

供应商不得以任何形式强制劳动和雇佣童工，禁止从事任何与贩卖人口有关的活动。扣留工资或身份证明文件，以及限制行动、招聘费用，以及使用威胁或恐吓手段都是被禁止的，最低的就业年龄限制以当地的法律规定和国际法为准。

健康和安

供应商应该致力于安全保障，采取必要的措施避免人员和环境伤害，包括确保必要的条件以给所有员

SUPPLIER CODE OF CONDUCT

Exel Composites is committed to complying with all the laws, rules and regulations applicable to the conduct of the Group's business, as well as to exercising high standards of integrity and sound ethical judgment in accordance to the Group's Code of Conduct.

This Supplier Code of Conduct is based on the Exel Composites Group's Code of Conduct. Exel Composites expects all its suppliers and business partners to operate in accordance with the requirements set forth in this Supplier Code of Conduct. The supplier shall ensure that all its employees, as well as its own suppliers and sub-suppliers, recognize and comply with these requirements.

Compliance with laws and regulations

The supplier shall use only materials and services that are not subject to export controls and/or sanctions involving any countries and shall confirm that in writing (e.g. EAR99). The supplier shall always, in particular in relation to Exel Composites, comply with all laws, regulations and rules applicable to the supplier, origin of raw materials, manufacturing and delivery of the goods and services, including regulations and controls involving export and re-export of goods, software and technology, as well as in regards to any countries embargoed.

Human rights and workplace practices

The supplier shall support and respect the protection of human and labor rights as expressed in the United Nations' Universal Declaration of Human Rights and the Core Conventions of International Labour Organization (ILO).

The supplier shall support and respect freedom from any discrimination, freedom of association, the effective recognition of the right to collective bargaining, and equality of opportunity and treatment.

The supplier shall not use any form of forced or child labor and any human trafficking related activities are forbidden. Withholding wages or identity documentation, restricting movement, recruitment fees and the use of threat or intimidation are forbidden. The minimum employment age is defined in accordance with local jurisdiction and international law.

Health and safety

The supplier shall commit to safety and taking all necessary steps in order to avoid damage to people or the environment, including ensuring the necessary conditions for a safe and

工一个安全、健康的工作环境，供应商应该履行化学品安全规定。

商业行为准则及业务伙伴关系

供应商应该以商业道德为准绳及负责任的态度进行公平竞争，任何形式的贪污和受贿都是不能被容忍的，供应商应确保充分的、适当的管理程序管理潜在的利益冲突，并且在商业行为中始终保持准确的帐目和记录。

环境

供应商应尽量减少其经营活动对环境的任何不利影响，并实施持续的改进活动以降低环境影响，供应商应该对《危险化学品名录》的更新保持敏感。

执行

埃克赛选择供应商非常谨慎，在以诸如质量、可靠性、交货、价格等客观因素为基础之上，还必须坚守道德标准和可持续性，埃克赛会定期进行供应商审核，一旦发生违反该准则的情况，在允许的时间内必须立即纠正，或者根据合同或相关法律终止合作关系。

违规举报

针对任何违规或者可疑的不符合，供应商应毫不犹豫地、善意地向埃克赛进行报告，针对善意地征询建议或者报告违反及可疑行为的个人，供应商不允许任何的报复行为。

埃克赛在公司官网提供匿名下载《不当行为报告表》，网址是 <https://exelcomposites.com/governance/code-of-conduct/>，善意举报违规行为的人不会受到埃克赛的报复。

埃克赛复合材料集团有限公司

Riku Kytömäki
首席执行官总裁

Hannu Hyrsylä
全球供应链总监

healthy work environment for all employees. The supplier shall comply with the applicable chemical safety regulations.

Business conduct and relations with business partners

The supplier shall act in an ethical and responsible manner and shall compete fairly. Bribery or corruption is not tolerated in any form. The supplier shall ensure that sufficient procedures for potential conflict of interest situations are in place, and that accurate accounts and records are kept of business transactions.

Environment

The supplier shall minimize any adverse impact of its operations on the environment and demonstrate continuous improvements in minimizing these impacts. The supplier shall be continuously vigilant about updates in listings of chemical substances of concern.

Enforcement

Exel Composites chooses its suppliers with care and on the basis of objective factors such as quality, reliability, delivery and price, in addition to ethical standards and sustainability. Exel Composites conducts regular supplier audits and in case of violations action is taken either to allow time for corrective action or to terminate the relationship, whether under contract or general law.

Reporting breaches

The supplier shall without delay report to Exel Composites any observed or suspected non-compliant behavior. The supplier shall not permit any retaliation against any individual who, in good faith, seeks advice or reports a violation or a potential violation.

Exel Composites offers an anonymous “Report misconduct”-form at the company’s website <https://exelcomposites.com/governance/code-of-conduct/>. Persons reporting violations in good faith will not be subject to retaliation by Exel Composites.

EXEL COMPOSITES PLC

Riku Kytömäki
President and CEO

Hannu Hyrsylä
Head of Global Supply Chain