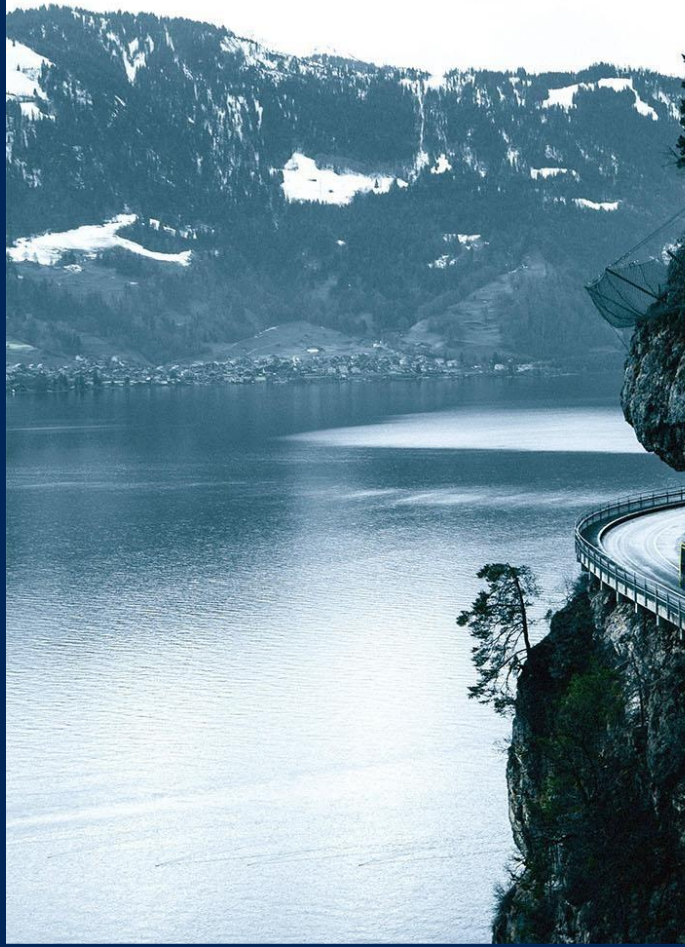


IONCOR



**SUPPLIER CODE  
OF CONDUCT**



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## 1. Introduction

IONCOR is committed to responsible business practices and sustainable value creation. This Supplier Code of Conduct (“Code”) outlines the expectations we place on our suppliers and their subcontractors regarding ethics, human rights, environmental stewardship, and compliance. It supports IONCOR’s mission to build strong, transparent, and innovative supplier partnerships.

This Code is aligned with:

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ILO Fundamental Conventions
- IONCOR Code of Conduct
- IONCOR Procurement Policy
- IONCOR Supplier Sustainability Requirements
- IONCOR Due Diligence Policy

## 2. Scope and Applicability

This Code applies to all suppliers, their affiliates, and subcontractors providing goods or services to IONCOR. It forms an integral part of any contractual relationship and must be cascaded throughout the supplier’s value chain.

## 3. Labor and Human Rights

Suppliers must:

- Prohibit child labor and forced labor (ILO 138 & 182)
- Ensure fair wages, working hours, and written employment contracts
- Respect freedom of association and collective bargaining
- Provide a harassment-free and non-discriminatory workplace
- Respect local communities and land rights, including FPIC principles
- Make employees, suppliers and other relevant stakeholders aware of IONCOR’s whistleblowing channel.



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## 4. Health and Safety

Suppliers shall:

- Maintain a safe and healthy work environment
- Implement emergency procedures and occupational health programs
- Ensure product and service quality through safe operations
- Make employees, suppliers and other relevant stakeholders aware of IONCOR's whistleblowing channel.

## 5. Environmental Responsibility

IONCOR expects suppliers to:

- Comply with environmental laws and obtain necessary permits
- Track and employ actions to reduce GHG emissions, energy and water consumption
- Implement circular economy practices (reuse, recycling, waste minimization)
- Comply and provide data requested in IONCOR's Sustainability Supplier Requirements in a timely manner.
- Set science-based climate targets aligned with the Paris Agreement
- Avoid deforestation and respect biodiversity

## 6. Responsible Sourcing

Suppliers must:

- Apply due diligence in sourcing critical raw materials (e.g., lithium, cobalt, graphite, conflict minerals)
- Follow OECD Due Diligence Guidance for minerals from conflict-affected areas
- Implement supply chain traceability and data management in compliance with the EU Battery Regulation. Detailed and specific requirements will be provided separately upon request, in accordance with IONCOR's Supplier Sustainability Requirements.



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## 7. Ethical Business Conduct

Suppliers shall:

- Comply with all applicable laws, including trade sanctions and customs regulations
- Prohibit corruption, bribery, and unfair competition
- Avoid conflicts of interest and prevent counterfeit parts
- Respect intellectual property rights and confidentiality
- Ensure secure handling of data and personal information

## 8. Continuous Improvement

IONCOR promotes supplier development through:

- Joint improvement initiatives
- Capability building aligned with PDP milestones
- Transparent feedback and performance reviews

## 9. Monitoring

For the purpose of securing compliance with this Code, and upon IONCOR's written request, the Supplier shall:

- provide access to all relevant information and documents
- allow IONCOR to conduct on-site audit following a reasonable advance notice

IONCOR's Due Diligence policy specifies our procedures for identifying, assessing, preventing and mitigating adverse impacts in our supply chain.

Suppliers are encouraged to:

- Implement whistleblowing mechanisms
- Report concerns proactively
- Continuously improve sustainability and compliance practices



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## **10. Compliance**

If, in the reasonable opinion of the Supplier, there is a serious concern of non-compliance with this Code, the Supplier shall report the matter at its earliest convenience to IONCOR. The Supplier is obligated to take all appropriate measures to prevent, stop or minimize such violations. In case of non-compliance with this Code, IONCOR reserves the right to exclude the Supplier from any new orders and to terminate any contracts.

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