

Supplier Code of Conduct

This Code of Conduct is established by Anvil Industries and applies to all companies within the group, including: Anvil Industries B.V., BKL groep B.V., Contour Covering Technology B.V., Jansen Machining Technology B.V., Job Precision B.V., Machinefabriek de Valk B.V., Rols Machineonderdelen B.V., Slagman Precision B.V.. Hereafter referred to as 'Anvil Industries and its subsidiaries' or 'Anvil Industries'. This Supplier Code of Conduct ("Code") establishes non-negotiable minimum standards that we require suppliers, their employees, agents and subcontractors to respect and to adhere to at all times when conducting business with Anvil Industries.

The Supplier Code of Conduct is an integral part of all purchase orders and supplier contracts and is being integrated into all other commercial agreements.

This letter outlines our requirements in the areas of ethics, labor, health, safety, and environment. Please sign below confirming that your company complies with these requirements.

Ethics

The reputation of Anvil Industries and its subsidiaries is shaped by the conduct of all employees, business partners, and stakeholders. Our reputation is the foundation for our past, present, and future success. To uphold integrity, the following ethical requirements are defined:

- Suppliers will uphold the highest standards of integrity in all business interactions. Suppliers will prohibit any form of corruption, extortion, and embezzlement. Suppliers will not offer or accept bribes or other unlawful incentives to their business partners.
- Suppliers are expected not to offer gifts or any other personal benefits to our employees as a result of their relationships with the suppliers. All business dealings should be transparently performed and accurately reflected in suppliers' business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with international laws, rules and regulations (including, but not limited to anti-corruption and anti-money laundering laws).
- Suppliers will conduct their business in accordance with fair competition principles and compliance with all applicable antitrust laws.
- Suppliers will safeguard and use confidential information appropriately to ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.
- Suppliers will require employees to maintain a clear distinction between personal and work-related content and take responsibility for their online behavior, both during and outside work hours.
- Suppliers must have a whistleblower policy that allows employees to raise concerns and report unethical or illegal activities without fear of retaliation. Reports should be investigated promptly and with the utmost integrity.

Labor and Human Rights

Anvil Industries is committed to diversity and fostering a working environment built on mutual respect. Suppliers are expected to protect the human rights of their employees and to treat them with dignity and respect. This includes the following:

- Equal treatment of all employees will be a fundamental principle of the supplier's corporate policy. No employee will be unfairly disadvantaged, favored or ostracized because of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, HIV/AIDS or parental status. Suppliers will ensure that their employees are not subjected to harassment in any form.

- Suppliers will provide their employees with a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.
- Working hours for suppliers' employees will not exceed the maximum set by the applicable local law. Compensation paid to employees will comply with applicable wage laws. Unless otherwise provided by applicable laws, deductions from basic wages as a disciplinary measure will not be permitted (this does not exclude the entitlement of damages on a contractual or legal basis). Suppliers' employees will be paid in a timely manner. It is recommended that suppliers offer their employees ample training and educational opportunities.
- Suppliers will be committed to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, suppliers will respect the rights of their employees to associate freely, participate in labor unions, seek representation, join works councils and engage in collective bargaining. Suppliers will not disadvantage employees who act as workers' representatives. Workers shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.
- Suppliers must refrain from any form of child labor in their business operations. The term 'child' refers to any person under the age of 15 (or 14 according to the applicable local laws), or under the minimum age for completing compulsory education, or under the minimum age for employment in any particular country, whichever is the greatest. In countries where national legislation permits a different minimum age, this age must comply with the standards of the International Labour Organization (ILO), as set out in ILO Convention 138, which states that the minimum age for employment must not be lower than the age at which compulsory schooling ends, and in no case lower than 14 years. Employees under the age of 18 should not be permitted to perform hazardous work.
- Forced, bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons will not be utilized by the suppliers. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Workers must not be required to surrender any government-issued identification, passports or work permits as a condition of employment.

Health, Safety, Environment

Suppliers are expected to provide a safe and healthy working environment and to operate in an environmentally responsible and efficient manner. This comprises the following:

- Suppliers will comply with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations will be obtained, maintained and kept up to date. Suppliers will fulfill their operational and reporting requirements.
- Suppliers must ensure that their products and processes comply with the Restriction of Hazardous Substances (RoHS) Directive, the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation, and California's Proposition 65. This includes adhering to restrictions on hazardous substances, providing necessary documentation, and implementing measures to protect human health and the environment. Suppliers must also be prepared to provide a compliance declaration upon request.
- Suppliers will protect their employees from any chemical, biological and physical hazards, as well as from physically demanding tasks in the workplace and risks associated with any infrastructure used by their employees.
- Suppliers will provide appropriate controls, safe work procedures, preventative maintenance, and necessary technical protective measures to mitigate health and safety risks in the workplace. When hazards cannot be adequately controlled by these means,

suppliers will provide employees with appropriate personal protective equipment. Workers shall not be disciplined for raising safety concerns.

- Suppliers will have safety programs in place to manage and maintain all their production processes in accordance with applicable safety standards. Suppliers will address product-related issues and their potential impact during all stages of the production process. For hazardous installations, the supplier will conduct specific risk analyses and implement measures to prevent incidents such as chemical releases and/ or explosions.
- Suppliers will have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions, and wastewater discharges. This includes, but is not limited to compliance with the Stockholm Convention on Persistent Organic Pollutants (POP). Any activity that has the potential to adversely impact human or environmental health will be appropriately managed, measured, controlled, and treated prior to the release of any substance into the environment. Suppliers will have systems in place to prevent or mitigate accidental spills and releases into the environment. Additionally, suppliers must be prepared to provide a compliance declaration upon request.
- Suppliers are expected to use natural resources (e.g. water, sources of energy and raw materials) in an economical manner. Negative impacts on the environment and climate will be minimized or eliminated at their source or through practices such as modifying production, maintenance and facility processes, material substitution, conservation, recycling and material reutilization. Suppliers will engage in the development of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.
- Suppliers will provide relevant CSR and CO2 performance data to ensure transparency within our total supply chain
- Suppliers are expected to support sustainable procurement practices and evaluate opportunities for circular materials and processes.

Suppliers are required, upon request, to provide relevant information demonstrating compliance with this Code of Conduct and to ensure that all sub-suppliers comply with the same ethical standards outlined in this Code of Conduct.

Acknowledgement

By signing below, I confirm that I have read, understood and agree to adhere to the principles outlined in this Supplier Code of Conduct.

Company _____
Title _____
Printed Name _____
Date _____

Signature _____