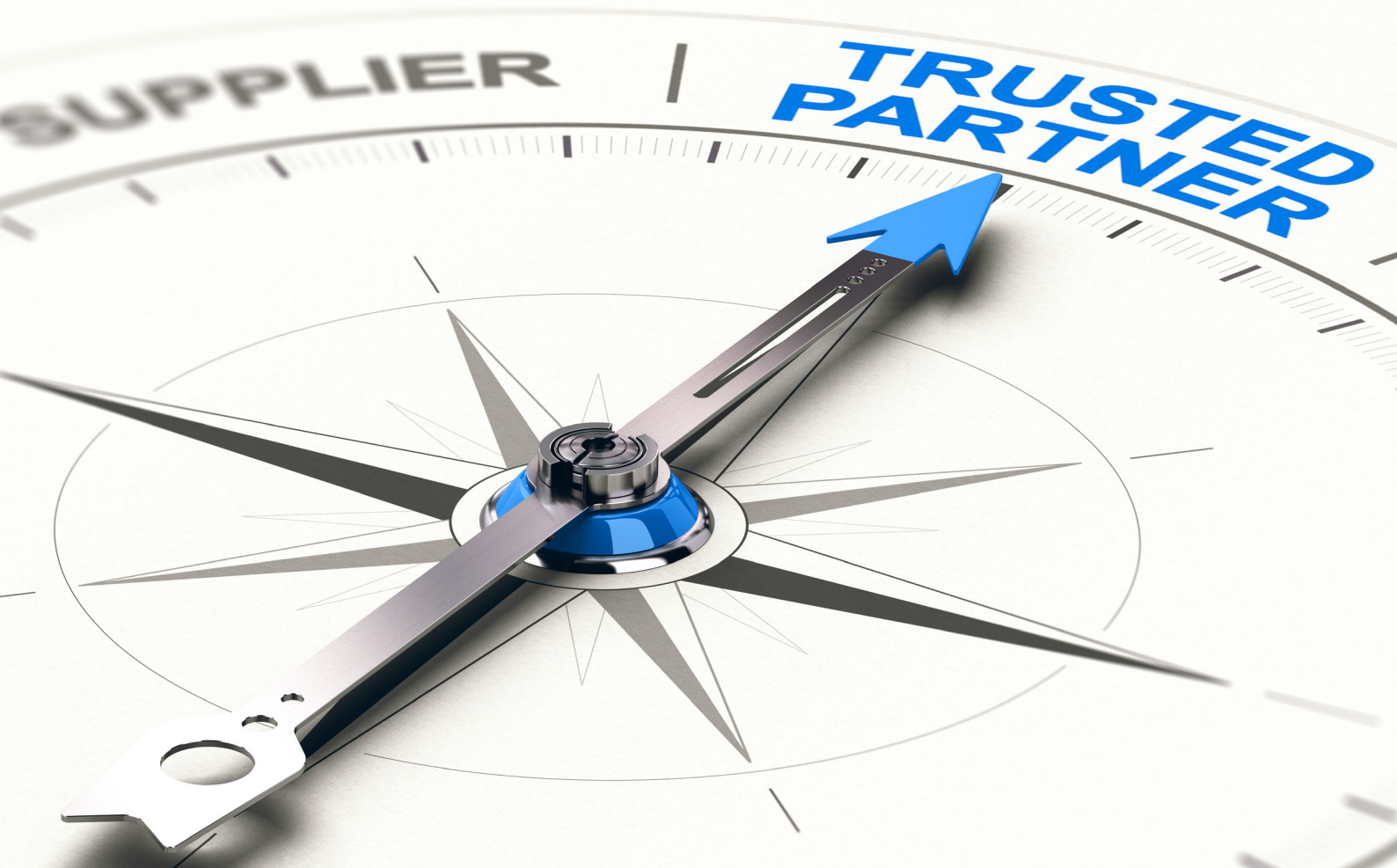


SUPPLIER CODE OF CONDUCT

OCTOBER 2022



INTRODUCTION

CDM Stravitec is committed to the highest levels of legal, ethical, and moral standards.

Our Supplier Code of Conduct being part of our policies and procedures represents what we consider the minimum standard all trusted partners to CDM Stravitec shall abide by.

CDM Stravitec is committed to offering high quality, engineered and innovative noise and vibration solutions combined with excellent customer service.

Our mission is to make the world a quieter place where people are happier, healthier, and more productive in an environment with responsibly managed sound and vibration levels.

In order to achieve this goal, we carefully audit our supply chain to ensure they support our ideals by managing their businesses responsibly and sustainably.

ABOUT THE CODE

At CDM Stravitec we are proud of our reputation for conducting business in an ethical and socially responsible way.

We are committed to high standards and continual improvement in our business and work hard to ensure every decision is the right one for us, our employees and our customers.

We are a global company embracing many different countries and cultures and our Supplier Code of Conduct provides commonality between offices to ensure that our vision is both achievable and sustainable whilst ensuring that we and our supply chain are compliant with local laws, regulations and licenses.

Our suppliers are important partners to ensure that our entire value chain contributes to that vision of sustainable development.

We expect our suppliers to comply with all applicable laws, regulations, licenses, and the principles set out in this Supplier Code of Conduct. We also expect our suppliers to have similar requirements in place for their upstream supply chains and to exercise due diligence in verifying their compliance.

CDM Stravitec's objective is to partner with suppliers that share our unwavering commitment to the fundamental principles and the provisions in this Supplier Code of Conduct.

1. HEALTH & SAFETY

CDM Stravitec works hard to ensure that our working environment is safe, healthy and happy for all our employees and anyone visiting site from our supply chain or our customer base.

We are also committed to ensuring the highest level of quality and engineered safety in the products and systems we supply whilst also managing our impact on the environment.

CDM Stravitec expects the same level of commitment from our supply chain and conducts regular audits to evidence this is the case.

When a supplier, whether by itself or within its supply chain, interacts with hazardous materials, chemicals and/or substances (collectively called "hazmat substances") then these shall be identified to CDM Stravitec. In order to minimize threats to life, property or the environment, in case of accidental release of the hazmat substances, the supplier shall at all times ensure the safe transportation of the hazmat substances, independently of the mode of transportation. The supplier shall abide at all times with all applicable laws and regulations related to the production, transportation and disposal of any hazmat substances in relation to its work with CDM Stravitec.

2. PEOPLE & COMMUNITY

The support of human rights and dignity is fundamental to our business and we look for the same principles in our supply chain.

We will not tolerate:

- child labor/ forced labor: all forms of child labor and forced labor;
- no inhumane treatment: violence, harassment based on race, religion, color, gender, national origin, disability, sexual orientation, or any other protective characteristic. As well as absence of sexual abuse, physical punishment, physical or moral coercion, or verbal abuse;
- wage and working hours: suppliers are expected to observe rules on minimum wages and their employees or subcontractors receive salaries, allowances, and other benefits, equally to what is defined in national legislation and international Conventions;
- freedom of association and collective bargaining: the supplier must guarantee and respect the rights of their own workers freedom of association and the effective recognition of the right to collective bargaining by employees.



3. ENVIRONMENT & CLIMATE CHANGE

CDM Stravitec has implemented measures both locally and globally to minimise the impact of our activities by meeting applicable environmental laws and regulations and to continuously improve our procedures regarding waste management, water and energy efficiency, effective use of raw materials and so on.

We expect our suppliers to align to our ambition and that they, too, comply with procedures that contribute the environment and climate such as:

- Compliance with all applicable environmental, health and safety regulations,
- Work on a safe and environmentally friendly development, production, transport, use and disposal of products;
- Optimizing usage of raw materials to ensure minimum wastage, as well as emissions to air, water, and soil;
- Minimizing negative impact on biodiversity, climate change and water scarcity,
- Protect the life and health of employees and surrounding citizens,

We expect the same commitment from our supply chain and in addition encourage compliance with ISO14001 or other equivalent norms (e.g. United Nations SDG, Bcorp certification...).

4. GOVERNANCE & COMPLIANCE

We expect of our suppliers to comply with all relevant legislation including but not limited to:

- all relevant anti-bribery (including giving gifts and / or benefits unduly influencing CDM Stravitec employees) and anti-corruption legislation in respect of their dealing with CDM Stravitec,
- US and EU trade sanctions requirements,
- EU general Data Protection regulations and requirements;
- appropriate handling of intellectual property rights in compliance with all applicable laws and regulations. Suppliers are liable for claims arising from, breach of patent, copyright, rights to relating design and so on;
- all relevant anti-money laundering legislation;
- fair competition: materializing in a non- discrimination principle against suppliers, while we expect suppliers to refrain from practices such as cartels, control or collusion and other anti-competitive acts.

5. SUPPLIER RESPONSIBILITY

Any legal action arising as a result of violation of our Supplier Code of Conduct must be notified to CDM Stravitec immediately.

Signing of this document is deemed as confirmation of your company's agreement with our Supplier Code of Conduct.

Read and approved:
(Name + Signature) _____

Date: _____

