

The Tait Supplier Code of Conduct (“Code”) sets forth principles that Tait Limited (including its global subsidiaries) (“Tait”) has adopted to promote ethical, legal, environmentally sustainable, and socially responsible business practices.

Tait embraces diversity and legal compliance as fundamental principles and key components of its corporate strategy. Tait operates in full compliance with the laws, rules, and regulations of the jurisdictions in which it operates, acts ethically at all times, and expects its suppliers, contractors, partners, and subcontractors, as well as their suppliers, partners, or subcontractors (herein collectively referred to as “Suppliers”) to do the same.

This Code applies to all Suppliers constituting a commitment to act in compliance with the Code in all actions of the Tait Group and in its relationships with all stakeholders.

In all aspects of our working relationships, Suppliers shall support Tait’s core values by conducting business with integrity, by treating others with respect, by striving for performance excellence, and by accepting accountability for their conduct. This Code outlines the expectations we have of all our suppliers, as well as their suppliers or sub-contractors.

Human Rights and Labour Standards

Tait is an equal employment opportunity employer and does not tolerate harassment or discrimination against any person because of race, colour, religion, gender, sexual orientation, age, national origin, disability, military status, veteran status, marital status, citizenship status, or any other characteristic protected by law.

We expect all our Suppliers to ensure that their employees, agents, and sub-contractors:

- respect human rights and ensure no employee shall suffer harassment or discrimination of any form, for any reason.
- not use forced or compulsory labour.
- not use any child or underage labour and to comply with International Labour Organisation (ILO) standards.
- comply with applicable laws and regulations relating to wages, benefits, working hours etc.
- respect employees’ rights to freedom of association and collective bargaining in accordance with local labour laws and established practice.

Health and Safety

Tait aims to comply with applicable health and safety laws at all times, have a safe and healthy work environment, and to diligently behave in a responsible and considerate manner while at work.

Suppliers to Tait must, at a minimum, conform to all applicable health and safety laws and regulations. Ongoing worker input and education is important to the identification and resolution of health and safety issues in the workplace, and these are critical to the overall success of a safety and health program. Accordingly, Suppliers retained by Tait are expected to:

- be committed to the ongoing safety and health of its employees and provide appropriate policies and procedures which meet legal requirements at a minimum.
- ensure that required training and/or certification of personnel has been completed prior to initiating any work activity.
- have or subscribe to a written safety and health program.
- be responsible for addressing and controlling worker exposure to potential safety hazards in conformance with all applicable standards and/or regulations and by utilizing suitable means, e.g., design, engineering and administrative controls, preventative maintenance, training, work procedures, and appropriate personal protective equipment.
- ensure that their employees have the correct safety equipment to perform their job, understand how to do their job using such equipment, and actually perform their job using such equipment.
- ensure clean and safe facilities including access to potable water, sanitary facilities, adequate lighting, and ventilation etc.
- ensure no staff report to work or engage in any work for, or on behalf of, Tait or in any fashion represent, or make any representations on behalf of, Tait while under the influence of illegal drugs or alcohol. They may not possess illegal drugs or controlled substances while on Tait premises, Tait's customers' premises, or while conducting business with or for Tait. This prohibition does not include legally obtained medications used as directed by a licensed medical practitioner that do not create a safety risk such as possible impairment in operating machinery or in performing field service operations.

Environmental Management

Suppliers to Tait must, at a minimum, conform to all applicable environmental laws and regulations and conduct their business and operations in a way that minimises their impact on the environment. Suppliers are further expected to identify and implement opportunities to minimise the environmental impacts of their operations, as well as their products and services, and demonstrate continuous improvement in environmental performance.

Waste Management

Suppliers should avoid waste first and, where not possible, design products for easy reuse and or the recycling of component materials. The use of recycled content is also encouraged. Suppliers should be able to demonstrate their commitment to minimising the adverse environmental impacts of their packaging, aim to use packaging which can be recycled, and use logos to communicate how packaging should be disposed of. The use of sustainable timber and timber based products (including paper), whose origin and legality is independently verified, is encouraged.

Carbon and Energy Use

Suppliers must seek to reduce carbon dioxide equivalent emissions (CO₂e) through the supply of resource and energy efficient alternatives which reduce energy consumption and costs. Suppliers undertaking energy intensive activities such as manufacturing, processing, or mining must do so in a way that maximises efficiencies and minimises emissions.

Pollution Prevention

Suppliers must keep records of and monitor, control, and treat potential pollutants appropriately. This includes: waste water, solid waste, and harmful air emissions such as Volatile Organic Compounds, chemicals with ozone depleting potential, particulates, and combustion by-products. If applicable, suppliers must keep records of substances listed on the Joint Industry Guidelines (JIG) Declarable Substances List used for materials and products, including packaging, supplied to Tait. Suppliers must, as far as possible, minimise the concentrations of Brominated Flame Retardants and heavy metals in products and packaging. Polyvinyl chloride (PVC) should be avoided.

Security

Suppliers to Tait must have good security practices and appropriate security measures across the supply chain to protect Tait information such as design, components, and raw material. Furthermore, suppliers must assure the integrity of every shipment to Tait from its origin to the destination and all transit points in between.

Ethical Business

Tait complies fully with the laws, rules, and regulations of any country it operates in.

Tait does not make or accept payments, financial or in kind, that are considered bribes, either directly or through any other party.

Some countries have very specific laws regarding what is and is not acceptable when dealing with government agencies. At all times we solicit, procure, and conduct Tait's business with Governments in accordance with all applicable laws and regulations.

Tait does not support any political party and we do not provide financial support to any political party or individual.

Tait will not work with companies whose values are inconsistent with our own, or who may harm our reputation. When dealing through agents or other business partners, any payments made must fairly reflect the value of goods or services provided.

All Suppliers are expected to conduct business with integrity and mutual respect and to uphold the highest standards of ethics and behaviour. At a minimum, Suppliers are expected to carry out business in accordance with all applicable law, regulations, and ethical standards of the country where they are doing business.

This includes but is not limited to:

Business Integrity

Any and all forms of illegal or inappropriate activity, including, but not limited to, corruption, misrepresentation, extortion, embezzlement, or bribery, are strictly prohibited. Records prepared for Tait, including records of work time and expenses, shall be accurate, truthful, and complete, and shall meet applicable standards and requirements.

Company Information

Safeguarding from disclosure Tait's confidential and proprietary information concerning matters such as our business activities, strategies, plans, structure, technology, customers, financial situation, and

performance is critical to the company's success, and such information cannot be disclosed or used, except in accordance with applicable regulations, contractual requirements, and this Code. It is paramount that our Suppliers safeguard Tait information. Suppliers must:

- understand any specific requirements for using Tait information and, when not sure, seek guidance.
- comply with applicable non-disclosure agreements and contractual confidentiality requirements regarding Tait information.
- immediately notify Tait of any request or demand by a third party for Tait information.
- never misuse or disclose confidential or proprietary information to unauthorized parties.
- use caution when discussing Tait information in public or any place where others may overhear.
- safeguard and appropriately handle Tait information and information regarding the Tait brand or logo.
- secure Tait's written approval before using information about Tait or Tait's name or brand identity publicly in any publicity, advertising, or website.

Competitor Disparagement and Obtaining Information

Tait competes on the strength of its products, services, reputation, and fair and accurate comparisons with its competitors. Suppliers should not make unfair, misleading, or inaccurate comparisons of Tait's products and services with those of its competitors. Tait acquires competitive and other information only using proper means and without misrepresentation, and Tait's Suppliers shall similarly do so.

Tait does not enter into any agreements with competitors that may harm its customers and will not collude with competitors or undertake any actions which might be deemed to be anti-competitive behaviour. Formal or informal agreements between competitors that harm competition, such as price fixing and allocations of customers, territories, technologies, products, or contracts are not acceptable for any reason and shall not be entered into by any Supplier of Tait.

Advertising and Marketing

If a Supplier is, with Tait's prior written approval, engaged in any advertising, marketing, or promotional activities that reference or implicate Tait, its name, logo, or services in any manner, such materials must comply with all laws, rules, and regulations, and must be truthful and accurate. Materials must not be false, misleading, or have a tendency to deceive, and all claims must be substantiated. Suppliers' advertising must make clear and conspicuous disclosure of material terms and limitations of advertised offers.

Conflicts of Interest

Suppliers shall avoid engaging in any business activity that would constitute a conflict of interest in their provision of products and services to Tait and Tait's customers.

Company Property, Funds and Information

Tait protects company property and confidential information. We do not use company property inappropriately or in violation of any applicable laws, and maintain confidentiality of company information at all times. We disclose company information only to those with a legitimate business

need to know, and only when it serves Tait's interest. We take care to avoid mismanaging or inadvertently releasing our company information to any inappropriate party.

Tait does not seek or accept confidential information about a competitor, nor accept anyone else's confidential information, without the owner's consent. Tait does not use illegal or unethical means to obtain competitive information. We keep any confidential information we hold from customers, partners, or competitors subject to the same disclosure restrictions that we apply to our own information.

Tait maintains accurate business records and information in accordance with applicable laws and Tait's record management policies. Our accounting records fairly and accurately represent Tait's assets, liabilities, revenues, and expenses. We ensure that no incorrect or intentionally misleading entries are made in our records. We demonstrate integrity in making and processing travel and expense claims, and other financial transactions. Tait complies fully with International Financial Reporting Standards, as well as Tait's own internal reporting standards.

Suppliers must use all Tait property, including but not limited to, equipment, funds, documents, electronic and written information, and communications systems, with care and adherence to acceptable standards, applicable laws, and Tait's rules and procedures. Suppliers are required to report any suspected or actual misuse, theft, improper exploitation, or sabotage of Tait property.

Business Courtesies

Tait's Suppliers, like Tait, are expected to compete based on the merit of their products and services, not through gifts, entertainment, or other business courtesies. Although business courtesies can promote successful working relationships and good will, Tait expects its Suppliers to follow all applicable laws and Tait's rules and procedures with respect to gifts, entertainment, and other business courtesies when working with or representing Tait.

Working with the Public Safety Agencies and Other Government Agencies

When interacting with public safety agencies or federal, state, and local government bodies and agencies, and their representatives, Tait's Suppliers Stakeholders must conduct themselves with honesty and integrity, and comply with all applicable laws and regulations, including, but not limited to, laws and regulations relating to government ethics, lobbying, equal employment opportunity, diversity, anti-harassment, and the handling of confidential, classified, and other government information.

International Business

Tait conducts business around the world in compliance with applicable law, in consideration of local standards and customs, and in a manner that fosters Tait's reputation as a good company with which to do business. Among other practices, Tait only lawfully transfers Tait products, services, equipment, information, or knowledge across borders, only makes proper and permissible payments to parties and only exchanges business courtesies according to Tait standards and local law.

Monitoring and Compliance

Suppliers must read and understand this Code, which shall be widely disclosed, in print and electronically.

Suppliers are expected to maintain and be able to provide Tait with documentation which demonstrates compliance to this Code. They should also conduct regular audits and inspections to ensure their compliance with this Code. Any identified areas of non-compliance are to be notified to Tait along with plans to remedy the non-compliance.

Tait, or its representative, reserves the right to audit compliance of this code e.g. questionnaires, site inspections etc. In such an event, Suppliers should cooperate by providing requested documents and access to staff as reasonably required.

Failure to comply with any part of the Code may result in the adoption of the applicable disciplinary measures and/or termination of any or all supply or subcontractor agreements, scopes of work, and purchase orders with Tait and possible legal action.

Conflict Minerals

Tait is committed to ensuring that materials used in our products do not contain any conflict minerals that either directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) or neighbouring countries. We expect our suppliers to source materials from conflict free, ethical sources, and to confirm this to us on request.