



Supplier Expectations and Code of Conduct

Creation Technologies Inc. and its subsidiaries (collectively, "Creation") are committed to adhering to the highest ethical, social, and environmental standards. Creation considers its suppliers as an extension of the company, and as an essential part of its extended value chain and commitment to quality. Creation expects its suppliers to comply with and to train its employees on the ethical, environmental, and social principles and values contained in this Creation Technologies Code of Conduct ("Code of Conduct"). For the purpose of this Code of Conduct, Creation's "suppliers" include all organizations or entities that directly or indirectly provide goods or services to or on behalf of Creation.

Respect for Human Rights

- To promote fair treatment and opportunities for its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex, age or any other characteristic or ground protected by applicable law.
- To respect the personal dignity, privacy, and rights of each individual while removing bias.
- To refuse to employ or make anyone work against their will.
- To prohibit behavior that is coercive, threatening, abusive, or exploitative.
- To comply with working hours and working conditions laid down in the applicable laws.
- To refuse to tolerate any unacceptable treatment of employees, including harassment, discrimination, and /or cruelty.

Safety and Health of Employees

- To take responsibility for the health and safety of employees in the workplace.
- To control hazards and take precautionary measures against accidents and occupational diseases.
- To provide training and ensure that employees are educated in health and safety issues.

Sourcing and Supply Chain

- To promote compliance with this Code of Conduct among suppliers.
- To comply with the principles of non-discrimination with regard to supplier selection and treatment.
- To protect intellectual property rights.
- To have a policy that assures responsible sourcing of materials, including the sourcing of conflict minerals.
- Where conflict minerals are being sourced, to conduct due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon request.

Global Environmental Protection

- To act in accordance with the applicable standards regarding environmental protection on a global basis.
- To minimize environmental pollution and impact while making continuous improvements in environmental protection.
- To demonstrate continual improvement for a safe and environmentally friendly workplace.

Under-age Labor Prohibition





- Employ no child labor (i.e., workers under the minimum legal age for employment in the relevant jurisdiction).

Forced Labor and Human Trafficking

- Not to engage in any form of slave, forced, bonded, indentured, or prison labor.
- Not to participate in human trafficking, or any form of involuntary labour, including but not limited to the recruitment, transportation, and employment of individuals by means of threat, abduction, fraud, coercion, or payments to any individual having control over another individual for the purpose of exploitation or abuse.
- To allow workers to have access to their government-issued identification, work-related and travel documents.

Prohibition of Corrupt Practices

- Not to engage in any form of corruption or bribery, including payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law. This includes the mandates for individuals outlined in the Foreign Corrupt Practices Act.
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with our business.

Protection of Assets

- Protect all Creation Technologies assets they have access to including confidential business information, financial information, and intellectual property.
- Not make unauthorized disclosures of information or assets and protect such information or assets when dealing with third parties, and sub-suppliers.

Legal Compliance

- To comply with the laws of the applicable and local legal system(s).
- To furnish upon request, such certificates as may be reasonably required by Creation's compliance obligations.

By engaging with Creation, suppliers agree to comply with these principles and values contained in this Code of Conduct. Suppliers are also expected to cooperate with Creation's reasonable requests for information, certification, or audit access regarding production and supply of goods or services.

Creation reserves the right to reasonably change the requirements of this Code of Conduct. Creation's customer requirements may also be incorporated into this Code of Conduct by reference.





APPROVALS

HISTORY OF CHANGES

Revision	Authored/ Revised by	Section # Changed	Summary of Changes	Reason for Change	Effective Date (YYYY-MM-DD)
0	John Gaspari	All	Initial Release	Initial Release	2020-10-19
A	Luke Bell	All	Updated to current requirements	Periodic Review	2024-02-15
A.1	Luke Bell	Title	Updated title from "Supplier Code of Conduct Requirements" to "Supplier Expectations and Code of Conduct".	Title change for clarification.	2024-05-14

