



## **BLADON TECHNOLOGIES LIMITED SUPPLIER DECLARATION**

### **Introduction**

Bladon Technologies Limited commits to operate in an economically, socially and environmentally responsible manner. We require that all entities within the Group, as well as its directors and employees, observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities.

It is further to this, a requirement that the suppliers to Bladon Technologies Limited shall be made aware of, and commit to adhere to, the same principles in their dealing with Bladon Technologies Limited. These principles are described for our suppliers in the Bladon Technologies Limited Supplier Sustainability Manual ("Manual") and shall be acknowledged per signature in the below Supplier Declaration.

Both documents are available at:

<http://www.bladonmt.com>

We kindly ask that you familiarize yourself with the Manual and that you, as our supplier, sign the following Supplier Declaration and return it to us.

### **Supplier Declaration**

As a supplier to Bladon Technologies Limited or any of its subsidiaries and affiliates ("Bladon Technologies Limited") we hereby declare that we will adhere to and comply with the following principles:

#### **1. Business Partners**

We will, as a supplier to Bladon Technologies Limited, only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this declaration and Bladon Technologies Limited's Supplier Sustainability Manual or other similar standard equal to Bladon Technologies Limited's Supplier Sustainability Manual and which is found satisfactory to Bladon Technologies Limited.

#### **2. Compliance with laws and regulations**

We will, as a supplier to Bladon Technologies Limited, always comply with all applicable laws and regulations of the country where we conduct our business. Further, we shall have in place internal verification procedures to assure that the legal requirements explicitly mentioned in the Manual, among all other legal requirements, will be followed.

#### **3. Fair Market Behavior**

We will, as a supplier to Bladon Technologies Limited, comply with valid and applicable competition and antitrust laws. In particular, we as suppliers shall not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market position.

#### **4. Import and Export Controls**

We will, as a supplier to Bladon Technologies Limited, comply with all valid and applicable laws when importing and exporting goods and services.

#### **5. Improper payments**

We will, as a supplier to Bladon Technologies Limited, not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantage in business.



**6. Hospitality and gifts**

We will, as a supplier to Bladon Technologies Limited, recognize and follow Bladon Technologies Limited's regulations for hospitality, gifts and expenses. Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of 30 EUR. Hospitality and gifts may, under no circumstances, be offered or received under or in connection with contract bidding, evaluation or award.

**7. Conflict of interest**

We will, as a supplier to Bladon Technologies Limited, not take part in or influence or attempt to influence in any decision which can give rise to any actual or perceived conflict of interest.

**8. Discrimination**

We will not, as a supplier to Bladon Technologies Limited, participate or condone illegal discrimination of persons due to background like ethnic, age, gender or religion. Further, we will treat all persons with dignity and respect and not interfere, unreasonably, in the carrying out of their duties and responsibilities.

**9. Utilization of children as labor**

We will not, as a supplier to Bladon Technologies Limited, employ children except as part of a governmental approved job training, apprenticeship or similar program.

**10. Forced labor**

We will, as a supplier to Bladon Technologies Limited, uphold the human rights of workers, treat them with dignity, and respect as understood by the international community. This applies to all our employees including temporary, migrant, student, contract, direct employees, and any other type of worker. Consequently, we award the rights defined in the Manual to all employees as a bare minimum.

**11. Occupational Health and Safety Standards**

We will, as a supplier to Bladon Technologies Limited, provide and maintain a safe work place and take proactive measures to prevent occupational injuries and hazards. Further, we will implement effective emergency response procedures and maintain appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. We will provide the employees with appropriate personal protective equipment and ensure machinery and equipment are properly safeguarded.

**12. Environmental Standards**

We will, as a supplier to Bladon Technologies Limited, comply to environmental requirements based on national laws and regulations together with ISO 14001 Environmental Management System. We will establish an environmental management system that effectively manage risks, conserves natural resources and protects the environment. Related efforts shall support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution.

**13. Responsible Chemical Management**

We will, as a supplier to Bladon Technologies Limited, adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal. In addition, we will collect data from material manufacturers for all components, identify all substances that are in the final product, and initiate appropriate changes to achieve compliance and reduce risks.

**14. Conflict Minerals**

We will, as a supplier to Bladon Technologies Limited, adopt policies and management systems conforming to the Organization for Economic Cooperation and Development (OECD) standards for responsible sourcing, transparency, traceability and due diligence of the supply chains of so called "Conflict Minerals" (Tin, tantalum, tungsten and gold (3TG) mined in the Democratic Republic of Congo, as well as other named conflict zones around the world).



Place: .....

Date: .....

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*(Supplier's signature)*

Signer's name: .....

Signer's title: .....

Supplier's name: .....

Registered address: .....

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Phone no.: .....

E-mail address: .....