

SUPPLIER CODE OF CONDUCT

1. Purpose and General Principles

Caldic underlines the need for moral and ethical values, and we expect our suppliers to respect and adhere to the same philosophy. Therefore, we seek to ensure that all of our suppliers operate in compliance with the terms and conditions of this Code of Conduct while acting on behalf of Caldic. Compliance to this Code of Conduct is a pre-requisite of any agreement or contract between our suppliers and Caldic.

The terms of this Code extends to all parent, subsidiary or affiliate entities of our suppliers, as well as all others with whom they do business including all employees (permanent, temporary, contract agency and migrant workers). It shall be the responsibility of the supplier to ensure that this Code of Conduct is not violated. In addition to meet the terms of this Code, the supplier shall comply with all national laws and regulations, and other applicable standards. Where there are differences between the terms of this Code and national laws or other applicable standards, the supplier shall adhere to the higher or more stringent requirements.

2. Forced Labor

The supplier must not participate in, or benefit from, any form of forced labor including bonded labor, forced prison labor, slavery, indentured servitude such as the use of physical punishment, confinement, threats of violence, or human trafficking as a method of discipline, in accordance with the ILO-conventions 29 and 105. Workers must have the freedom of movement during the course of their employment. The supplier must not withhold any part of any person's salary, benefits, property or documents in order to force a person to continue to work for them. The supplier shall treat all personnel with dignity and respect. The supplier shall not engage in, or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel.

3. Child Labor and Young Workers

Caldic does not accept the use of child labor. The supplier shall not engage in, or benefit from, the use of child labor in accordance with the ILO convention 138. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years (or 14 years were established by national laws in accordance with the ILO developing-country exception). Where permitted by national laws, the supplier may employ children 12-15 years old to perform a few hours of light work per day as long as it does not interfere with the children's educational responsibilities. The supplier shall refrain from hiring young workers (below 18 years of age) to perform any type of work, which is likely to jeopardize their health, safety or morals, in accordance with the ILO convention 182.

4. Discrimination

The supplier shall not engage in or support discrimination on any basis, (such as race, color, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics), in accordance with the ILO conventions 100 and 111. Hiring, remuneration, benefits, training, advancement, discipline, termination, retirement or any other employment-related decisions shall be based on relevant and objective criteria.

5. Freedom of Association

The supplier must not interfere with the workers' rights to form and join unions or other associations of their own choosing, and to bargain collectively. Nor shall the supplier discourage membership of unions, in accordance with the ILO conventions 87 and 98. Workers' representatives shall not be discriminated against and shall be given access to employees at the workplace.

6. Workplace Health and Safety

The supplier shall ensure that its workers are offered a safe and healthy working environment. This should include, but not limited to, protection from fire, accidents and toxic substances. Adequate health and safety policies and procedures must be established and followed. The supplier shall provide its employees with the protective equipment and training necessary to perform their tasks safely, and a suitable, clean sanitary infrastructure including toilets and potable water. Accommodation, if provided by the supplier, shall conform to the same requirements.

7. Conditions of Employment and Work

The supplier shall protect workers from acts of physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace. The supplier shall comply with legal minimum standards and/or industry benchmark standards concerning wages and benefits. In any case, the supplier shall always provide a 'living wage', which enables workers to meet the basic needs of themselves and their dependents. All workers shall be provided with a written, understandable, and legally binding labor contract. The supplier shall grant employees paid holiday and sick leave each year, as well as parental leave. The supplier will ensure that the normal work-week is limited to 48 hours or, if less, adhere to the legal limits. Overtime shall be voluntary and infrequent.

Employees are entitled to at least one day off per week and shall be given reasonable breaks while working and sufficient rest periods between shifts.

8. Environment

The supplier must strive to minimize the adverse environmental impacts of its own and its supply chain's activities, products and services through a proactive approach and the responsible management of its environmental aspects. The supplier will comply with all applicable legal environmental requirements and demonstrate continual improvement of its environmental performance. The supplier shall obtain, keep current and follow the reporting guidelines of all of the required environmental permits and registrations to be legally compliant at all times.

9. Corruption and Bribery

The supplier must conduct their activities in full compliance with all applicable anticorruption laws, including the UK Bribery Act and United States Foreign Corrupt Practices Act. The supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain business. The supplier will not pay or accept bribes, arrange or accept kickbacks and shall not take any actions to violate any applicable anti-bribery laws.

10. Anti-trust and Competition

The supplier must conduct their activities in full compliance with all applicable anti-trust and competition regulations. The supplier must not fix prices, rig bids, discuss or exchange pricing information or any other sensitive information with their competitors.

11. Trade Compliance

The supplier warrants that, directly or indirectly: a) they are not: i) owned or controlled by, or ii) acting on behalf of, or for the benefit of any person or entity subject to UN, US, EU and/or any other applicable economic sanctions, and b) no sanctioned person, nor any of its affiliates, are or shall be involved in the performance of this transaction.

12. Conflict of Interest

The supplier must avoid activities or situations that involve real or perceived conflicts of interest with the Caldic Group. The supplier must disclose at the outset any potential conflicts of interest or any relationships that could reasonably be expected to give rise to a conflict of interest.

13. Data Privacy

The supplier must handle and process personal data only for the purposes for which it was collected, received or otherwise made available, all in accordance with applicable data privacy regulations, including GDPR. Supplier must ensure personal data is adequately protected and that

there are appropriate legal, organizational and technical measures in place to ensure such protection.

14. Confidentiality

The supplier retained by Caldic may have access to information of a confidential or proprietary nature. The improper disclosure of such information could have serious consequences for Caldic. The suppliers must maintain the confidentiality of all information entrusted to them, except when the disclosure is authorized by the Caldic Board or legally mandated.

The supplier is not to answer inquiries from the press, legislative bodies or companies and organizations unless specifically authorized to do so by the Caldic Board and are not permitted to contact the press, media, research and security analysts, brokers or investors about Caldic's business.

15. Records and Compliance

The supplier shall evaluate the performance of their supply chain and maintain appropriate records to demonstrate compliance with the terms of this Code of Conduct. Records shall be available to Caldic upon request at any time. The supplier shall freely submit to announced and unannounced audits by Caldic or by a third party assigned by Caldic. Where instances of non-compliance with the terms of this Code of Conduct are identified, the supplier shall promptly take corrective action to remedy the deficiencies. The supplier will also take measures to prevent similar problems from reoccurring in the future. If the supplier fails to comply with the terms of this Code of Conduct and if improvements are not made within an agreed time period, Caldic may terminate its business with the supplier without incurring any liabilities. Supplier shall indemnify Caldic and hold Caldic harmless from and against any and all claims, costs and losses whatsoever as a consequence of such breach.

Company

Name duly authorized person

Date

Signature