

SUPPLIER CODE OF CONDUCT OF RCB NANOTECHNOLOGIES GROUP



Suppliers are an integral part of RCB Nanotechnologies' business operations. Their commitment to conducting business with a focus on compliance and sustainability is key to achieve the governance standards RCB Nanotechnologies aspires to.

Striving to ensure safe products of high quality along the global supply chain is being complemented by sourcing products and services with the three core ESG (Environment, Social and Governance) pillars in mind.

RCB Nanotechnologies' "Supplier Code of Conduct" covers all key aspects of compliant and sustainably focused business operations that we ask our supply partners to adhere to.

Scope

RCB Nanotechnologies requires suppliers to provide safe working conditions; treat workers with dignity and respect; act fairly and ethically; and be environmentally responsible. This Supplier Code of Conduct delivers guidance and establishes a common set of values. It applies to all our suppliers and we expect our suppliers to replicate these standards down its own supply chain in order to continue their business relationship with RCB Nanotechnologies.

Compliance with this Code of Conduct

The supplier shall ensure compliance with or exceed its obligations set out in this Code of Conduct for Suppliers and must collaborate with RCB Nanotechnologies concerning issues stated in this Code of Conduct, as well as other ESG issues that might fall outside its scope.

Upon the request of RCB Nanotechnologies, the supplier shall provide reasonable evidence of its compliance with this Supplier Code of Conduct and that his suppliers are being equally managed to live up to or exceed the standards and values set in this document.

The supplier shall grant RCB Nanotechnologies the right to evaluate its ESG performance upon reasonable prior notice to determine the supplier's conformance with principles outlined in this Supplier Code of Conduct. A third party may be deployed for this on RCB nanotechnologies' behalf.

Legal Requirements, Laws, and Regulations

The supplier must comply with all local, regional, national, and international laws and regulations

that apply to its operations or are otherwise applicable in the countries it conducts business in. The supplier shall implement management systems to facilitate adherence to those and shall align its sustainability efforts with internationally recognized standards provided by the UN, EU and other such organizations.

Breach of this Code of Conduct

In the event the supplier acts against or breaches one or more of the obligations set forth in this document or cannot agree on an improvement plan, RCB Nanotechnologies reserves the right to either partially or entirely terminate the cooperation, supplier agreement or contract without incurring any liability as a consequence of this termination.

Examples of violations include but are not limited to:

- Breaching laws or governmental regulations.
- Ethical misconduct (corruption, bribery, anti-competitive practices etc.).
- Workplace violations (health and safety, working conditions, etc.).

THE SUPPLIER CODE OF CONDUCT

On **Environmental Compliance** the supplier shall ...

- ... take responsibility for its impact on the environment.
- ... strive to reduce its energy consumption and greenhouse gases emissions wherever reasonably possible.
- ... aim to reduce its raw material usage and recover waste where reasonably possible to support the move towards circular business processes.
- ... undertake reasonable efforts to have a management system in place to control, recover and reduce water consumption, especially in water-scarce areas as defined by the World Resource Institute (<https://www.wri.org/water>).

On **Social Compliance** the supplier shall ...

- ... across all its operations, provide for a safe and healthy working environment that minimizes health and safety risks to employees and third parties. (Occupational Health & Safety)
- ... always and at all its locations respect the rights of children to a childhood free of labor, thereby ensuring that no child labor of any sort is used throughout its operations.
- ... under no circumstances use forced labor in its operations as defined by the International Labour Organisation (ILO).
- ... not tolerate any form of abuse or harassment of employees. This pertains to psychological, physical, sexual or verbal abuse and covers any form of intimidation, threat or harassment.
- ... ensure employee working hours, (minimum) wages and conditions are in line with the requirements of the respective applicable jurisdiction, and employees are granted a minimum of one day off every seven-day period.
- ... provide equal opportunities to its employees. This means that under no circumstances discrimination based on race, age, sex, gender, sexual orientation, religious beliefs or political views shall occur.
- ... uphold the freedom of association and the effective recognition of the right of collective bargaining for workers.

On **Governance Compliance** the supplier shall ...

- ... not engage in any form of corruption, bribery or fraud, and not offer or accept any form of gift or payment in exchange for improved opportunity or benefit, in particular with regards to supplier contracts or governmental actions.
- ... not partake in any form of anti-competitive behavior including but not limited to price fixing, product dumping, refusal to deal, dividing territories or protectionism.
- ... ensure adequate information security across its entire organization, referring to both digital and physical information.

Recognition and acceptance

By signing this document, the Supplier recognises the RCB Nanotechnologies Supplier Code of Conduct and undertakes to comply with it. The Supplier understands that compliance with this Supplier Code of Conduct is a fundamental requirement for doing business with RCB Nanotechnologies Group companies.

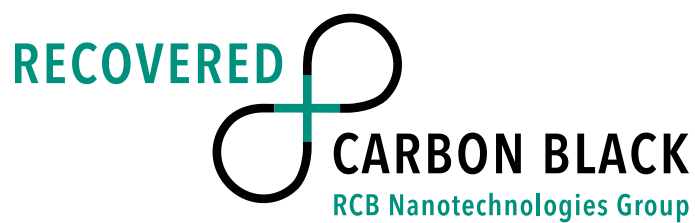
NAME OF THE SUPPLIER

AUTHORISED REPRESENTATIVE

TITLE

LOCATION/DATE

SIGNATURE OF ACCEPTANCE



Reporting of violations to
compliance@recovered-carbon-black.com

RCB Nanotechnologies GmbH | Ludwigstr. 11 | 80539 Munich | Germany
RCB Nanotehnologija d.o.o. | Igmanska bb | 71320 Vogošća, Sarajevo | Bosnia and Herzegovina

www.recovered-carbon-black.com

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