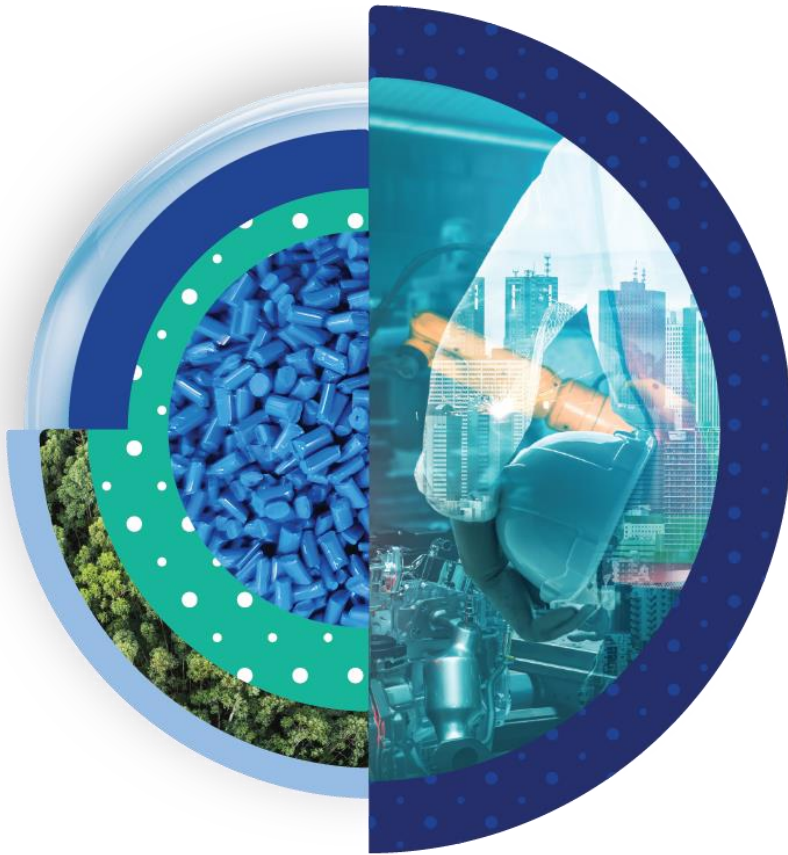




Tosaf

Supplier Code of Conduct



Introduction

Tosaf and its subsidiaries are committed to being a world-class, sustainable organization. Our comprehensive environment, social, and governance (ESG) strategy guides our actions and is relevant for all our groups of stakeholders.

Tosaf's Purpose - We are enabling industries that create solutions with significant value for customers, society, and the environment. We recognize our responsibility extends beyond our operational and process boundaries to our supplier partners. To ensure a mutually beneficial and productive relationship, Tosaf requires all as "Suppliers" to fully comply with applicable laws and regulations and adhere to internationally recognized environmental, social, corporate governance and management system standards.

About this Supplier Code of Conduct

The Tosaf Supplier Code of Conduct articulates our social, environmental, and ethical expectations for our Suppliers. It contains globally aligned standards and is rooted in international law. Implementing these standards into Supplier performance is important to us and we expect our Suppliers and business partners to communicate these expectations throughout their supply chain by adopting efficient management systems, policies, procedures, and training to uphold the standards and expectations set forth in this Supplier Code of Conduct within their own business operations.

The Code may be updated or revised by the Company from time-to-time and as necessary.

CORPORATE INTEGRITY

Obligation to Comply with the Provisions of the Law

- We expect our suppliers to always act within the law, in each of the relevant territories where they operate.
- Conduct all commercial negotiations in a responsible, ethical, and lawful manner.
- Have appropriate licenses, registrations and certifications required to conduct business in the locations where you operate.

Fair and Respectful Conduct with Business Partners

Our suppliers must engage with customers, suppliers, and business partners with respect, professionalism, and fairness while continuously striving to improve product quality and customer service.

Antitrust and Fair Competition

Suppliers must uphold principles of fair business competition, comply with all applicable competition laws, and avoid making business decisions in coordination with competitors.

Conflicts of Interest and Misuse of Position

Suppliers are required to disclose any potential or actual conflicts of interest in their interactions with the Company. Suppliers must avoid exploiting business opportunities for personal gain and must not engage in any actions that create conflicts of interest or compete against the interests of their stakeholders.

Anti-Corruption and Anti-Bribery

Comply with the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, as well as all other applicable laws dealing with bribery of government officials or private enterprises. Tosaf prohibits commercial bribery or kickbacks.

Confidential Information and Intellectual Property

- Suppliers must handle private information with the utmost care, using it solely for the purpose of fulfilling their professional responsibilities.
- They are required to maintain the confidentiality and integrity of all information entrusted to them, whether it belongs to Tosaf or third parties, throughout the course of the business relationship.
- Suppliers must safeguard intellectual property, trade secrets, and other sensitive business information, taking necessary precautions to prevent unauthorized access or disclosure. Such information should only be used to support legitimate business needs, particularly those related to the supplier's role.

PEOPLE AND COMMUNITY

Respect for Human Rights

- We expect all suppliers and business partners to Support basic human rights and not use any slave labor, child labor or labor from human trafficking.
- Supplier will not use forced labor in the mining, production, manufacture or supply of any goods (which includes both raw materials and manufactured goods) or services for Tosaf, nor, in connection with its supply to Tosaf, will Supplier procure merchandise from any sub-supplier that was mined, produced, or manufactured, in whole or in part, using forced labor. Supplier will comply with all applicable U.S., UK, EU and local laws and regulations, directly or indirectly, governing forced labor.
- Our suppliers are responsible for ensuring their workforce consists only of individuals who are of legal working age and voluntarily engaged in employment.

Non-Discrimination, Anti-Harassment, and Equal Opportunity

Treat employees with respect and refrain from harassing or discriminating against individuals based on race, sex, sexual orientation, gender identity, age, color, religion, national origin, disability, genetic information, protected veteran's status, or other legally protected classifications.

Fair and Decent Employment

We expect our suppliers to adhere to fair labor practices in accordance with international standards. This includes providing fair wages, reasonable working hours, and access to social welfare benefits as required by law.

Employee Health, Safety, and Work Environment

- All suppliers must commit to continual adherence to their safety rules and maintaining a safe work environment.
- Comply with all applicable environmental, health, safety, and security regulations.
- implementing appropriate safety measures, adhering to relevant regulations, providing necessary safety equipment.
- Identify and manage risks to human health and the environment during development, transport, use and disposal of your products.

ECOLOGICAL RESPONSIBILITY

Commitment to Environmental Sustainability

- Ensure systems are in place for safe handling, storage, recycling, reuse and management of waste, air emissions and wastewater discharges. Activities that have the potential to adversely impact human health or the environment shall be appropriately managed, measured, controlled, and handled prior to release of any substance into the environment.
- Ensure systems are in place to prevent or mitigate accidental spills and releases into the environment.
- Use natural resources (e.g., water, sources of energy, raw materials) in an economical way. Negative impacts on the environment and climate shall be evaluated to minimize or eliminate them at their source.
- Engage in the development and use of climate friendly products and processes to reduce power consumption and greenhouse gas emissions.
- The Company may request suppliers and business partners to complete a sustainability questionnaire.

Report on Greenhouse Gas (GHG) Emissions

To accurately account for greenhouse gas (GHG) emissions from our business operations, we may require certain material suppliers and business partners to report their own GHG emissions as part of our sustainability questionnaire. Suppliers must provide truthful and accurate data, supported by relevant evidence, to reflect the extent of their emissions. This information will be used to calculate our Scope 3 indirect emissions arising from our supply chain. Inaccurate or misleading reporting could negatively impact on our overall emissions calculations and sustainability disclosures.

Circular Economy Implementation

Where applicable, suppliers and business partners should integrate circular economic principles into their operations.

Implementation of Tosaf's Code of Conduct

We expect our suppliers to promptly report any witnessed or suspected violations of this Code of Conduct.

Tosaf reserves the right to audit suppliers to verify compliance with this Code. In the event of a non-compliance issue, Tosaf expects the supplier to implement immediate corrective measures. Failure to promptly and adequately remediate any violation may result in the termination of our business relationship.

We are committed to protecting the anonymity of individuals who raise concerns in good faith and strictly prohibit any form of retaliation against those who report potential violations