

Tex Tech's Supply Partner Code of Conduct

1. Corporate Social Responsibility

Tex Tech believes our continued success comes from our respectful and ethical treatment of our employees, suppliers, customers, and our planet. We feel it is our corporate social responsibility to respect the freedoms and human rights in all aspects of our business. We are also committed to the principle of sustainability. Together, we are all responsible to ensure the sustainability of our resources both now and in the future.

Efforts focused on sustainment help ensure the availability and security of natural resources to support future generations and continued business activities. We encourage our Supply Partners to help us protect the earth's natural resources, improve the products total life cycle environmental balance, and to utilize energy, water, and raw materials in the most economical way. Supply Partners should consider the use of renewable resources, recycled raw materials, reduce greenhouse gas emissions and make efforts to reduce waste.

Tex Tech is committed to honesty and integrity in regard to business activities towards employees, customers, suppliers, competitors, and other stakeholders. While we appreciate and understand the different global cultures, we expect our partners apply the fairness, honesty and responsibility and dedication to corporate social responsibility in all aspects of their business. This included our suppliers, consultants, vendors, brokers, contractors, agents, and others.

2. Compliance with Laws, Rules and Legal Regulations-

The Supply Partner will comply with all applicable laws, rules, and regulations in the countries, in which it operates, and will maintain suitable measures to ensure Compliance with such laws, rules, and legal regulations.

Business Integrity and Fair Competition- The Supply Partner will comply with all applicable antitrust laws, trade practice laws and any other competition laws, rules, and regulations. The Supply Partner will not enter into agreements with competitors or engage in other acts that may unfairly impact competition, including, but not limited to, price fixing or market allocations. The Supply Partner will comply with all laws and regulations and act in accordance with the laws related to bribery, including the Foreign Corrupt Practices Act, UK Bribery Act, and any other applicable local laws. Supply Partners must never engage in any form of bribery to secure business on behalf of Tex Tech or any other company.

Prevention of Child and Forced Labor and Fair Treatment- The Supply Partner will comply with all applicable laws, rules and legal regulations prohibiting the exploitation of children, slavery and human trafficking in its own business as well as in its supply chain.

Combating Corruption- Tex Tech does not tolerate any form of corruption. Thus, the Supply Partner will comply with applicable laws and regulations concerning bribery and anti-corruption, including those concerning foreign corrupt practices. The Supply Partner will neither engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion or the use of illegal payments, including without

limitation, any payment or other benefit conferred on any individual, company or government official, for the purpose of influencing the decision-making process in violation of applicable laws.

Conflict Minerals- The Supply Partner is aware of applicable legal requirements in relation to “conflict minerals” including tin, tantalum, tungsten, their ores, and gold originating from conflict areas and shall ensure compliance with such laws.

Export and Import Regulations- The Supply Partner will comply with all applicable import and export control laws, including without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods, technology, and payments.

Prevention of Money Laundering- we expect our Supply Partners to comply with all applicable statutes governing the prevention of money laundering and not to participate in any money laundering activity.

3. Conflict of Interest

Employees are expected to act in the best interest of their company. Private interests and personal consideration shall not affect any business decision. Tex Tech as well as the Supply Partner will avoid any activity or situation which may lead to a conflict of private interest of a Tex Tech employee or Supply Partner and the business interest of Tex Tech. A Supply Partner becoming aware of a conflict of interest situation will immediately notify Tex Tech about this.

4. Respect for Human Rights, Anti-Discrimination

Tex Tech respects human rights and actively promotes their observance. The Supply Partner will treat all individuals with respect and fairness and will observe basic human rights set forth. For example, in the Universal Declaration of Human Rights of the United Nations concerning Multinational Enterprises and Social Policy including, but not limited to, the prohibition of forced or child labor, and the provision of reasonable wages, social benefits, working hours, freedom of association and other fair working conditions in compliance with applicable laws.

Supply Partner Code of Conduct- The Supply Partner will maintain an environment with no retaliation, free of discrimination and harassment on the basis of gender, age, race, skin color, ethnicity, culture or national origin, citizenship, religion or religious beliefs, physical or mental disability, veteran status, sexual orientation or any other characteristics protected by applicable law.

5. Product Safety, Health, and Environment

With our processes and products, Tex Tech wishes to contribute to the sustainable use of resources and environmental protection. We attempt to balance the use of our resources by aligning our production, quality and performance of our products with environmental impact. We make targeted efforts to reduce the consumption of raw materials, supplies, water and energy. We have a corporate goal for all of our facilities to become landfill free. We encourage our Supply Partners to support Tex Tech in these efforts. Our Supply Partners should be committed to manufacturing and delivering safe products to Tex Tech and providing a safe working environment that focuses on accident prevention and minimizes exposure to health risks to their employees. The Supply Partner will comply with applicable laws and regulations on environmental protection and will make efforts to protect our resources and the environment as much as possible.

6. Data Protection, Confidential Information and Intellectual Property

The Business Partner will comply with all applicable laws concerning data protection. It is the Business Partner's responsibility to ensure that any confidential business information or trade secrets gained by virtue of the business activities with Tex Tech (hereinafter referred to as "Confidential Information") is held in strict confidence and not improperly used or disclosed to third parties. Furthermore, the Business Partner will protect and secure Tex Tech's intellectual property as Confidential Information.

7. Compliance with this Business Partner Code

Tex Tech regards the provisions of this Business Partner Code, which we shall amend from time to time, to be essential for the business relationship between Tex Tech and the Business Partner. Therefore, compliance with the provisions herein is essential for the business relationship between Tex Tech and the Business Partner which is acknowledged and agreed by the Business Partner. In case of significant breaches by the Business Partner of this Business Partner Code, Tex Tech reserves the right to terminate the business relationship with the Business Partner subject to applicable laws. Tex Tech reserves the right to audit the Business Partner's compliance with this Business Partner Code in an appropriate manner. Any audit will be scheduled at business hours mutually agreed with the Business Partner and by the Business partner providing an appropriate level of documentation which substantiates in a clear and transparent manner the adherence to this Business Partner Code. The Business Partner will use its best efforts to be familiar with the business practices of its suppliers, sub-contractors and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Business Partner Code or the values laid down herein.