



Introduction

Duravant’s well-earned reputation for quality, innovation and customer-centric solutions is built on the everyday integrity and character of our employees. We expect no less from the suppliers with whom we partner. This Supplier Code of Business Conduct (“Code”) applies to all service providers, contractors, consultants, vendors, agents, distributors and other third parties (“Suppliers”) doing business with Duravant, establishing clear expectations for legal compliance and ethical behavior in all matters.

Please note: This Code contains general requirements applicable to all Suppliers to Duravant. Particular Supplier contracts may contain more specific provisions addressing some of these same issues. Nothing in this Code is meant to supersede any more specific provision in a particular contract, and to the extent there is any inconsistency between this Code and any other provision of a particular contract, the other provision will control.

Labor Practices and Human Rights

Duravant believes that anyone willing to work for or with us is entitled to work in safe, humane and dignified conditions. Duravant expects Suppliers to join us in our commitment to following all applicable laws regarding labor practices and human rights, including the United Nations Universal Declaration of Human Rights, the UK Modern Slavery Act and the International Labour Organization’s Labour Standards, among others. Duravant Suppliers will only utilize freely chosen employment, and will not permit any forms of forced labor, child labor, slavery or human trafficking anywhere within their operations or supply chain. Suppliers will also provide safe working conditions and abide by all applicable laws regarding compensation, working hours, freedom of association, collective bargaining rights, discrimination, harassment and conflict minerals.



Conflicts of Interest

Duravant believes successful partnerships allow us and our Suppliers to work transparently and honestly to serve our mutual business interests. This means that Suppliers must avoid any situation or relationship that creates—or even appears to create—a potential conflict between their own interests and the interests of Duravant. Conflicts can arise from many situations but most often stem from business opportunities, personal relationships, offers of gifts and entertainment, outside employment and financial investments and interests. If you become aware of an actual or potential conflict of interest, disclose it immediately to your Duravant contact or our [Ethics and Compliance Hotline](#).

Gifts and Entertainment

The occasional exchange of gifts can enhance and solidify business relationships—but only when handled appropriately so as not to create an actual or perceived conflict of interest or bribe. Know that Duravant employees are not allowed to accept any gifts (including meals and entertainment) except for small tokens and minor courtesies that are considered customary and in accordance with Duravant policy (e.g., at the holidays or for a birthday). Extravagant, frequent and cash (or cash equivalent) gifts are never permitted. When doing business on behalf of Duravant, these same rules apply.

Financial Integrity

Business and financial records are about much more than paperwork. Records are how we maintain a clear picture of our business operations—including our relationships with Suppliers. We expect all Suppliers to maintain complete, fair, accurate, timely and understandable records, including supporting documentation when necessary. Suppliers should never delay invoicing or otherwise shift expenses to a different accounting period.



Supplier Code of Business Conduct

Anti-bribery and Anti-corruption

Duravant will never tolerate acts of bribery and corruption within our organization or by the Suppliers we partner with. Suppliers must comply with all applicable anti-bribery and anti-corruption laws in the countries where we do business, including the U.S. Foreign Corrupt Practices Act (“FCPA”) and the UK Bribery Act. Suppliers may never offer, give, promise or accept anything of value (such as cash, gifts, loans, charitable or political donations, travel or kickbacks) in exchange for favorable business terms or decisions. Suppliers operating on our behalf will never make payments to government officials to expedite routine, nondiscretionary actions (i.e. “facilitating payments”).

Confidential Information and Data Privacy

Protecting confidential information and personal data is crucial to Duravant’s ongoing success, which is why we only partner with Suppliers who are equally serious about protecting it. Suppliers must maintain the confidentiality of information provided or made available to them by Duravant, except when disclosure is properly authorized by Duravant or legally mandated. If a breach of confidential information or personal data occurs, Suppliers must notify Duravant immediately and refrain from any further distribution of the information.



Environmental Health and Safety

When it comes to our planet, Duravant believes in going above and beyond and expects the same from our Suppliers. In addition to complying with all applicable laws, regulations, industry standards, product specifications and contract terms related to environmental protection and waste disposal, Suppliers will have environmental policies and management systems in place to ensure continuous improvement. Suppliers will aim to reduce or mitigate their environmental impact, carefully track their performance, and provide environmental data to Duravant upon request. Suppliers must ensure that any products for Duravant containing tin, tungsten, tantalum, or gold are sourced responsibly and do not contribute to armed conflict or human rights abuses. Suppliers are expected to conduct due diligence on the origin of these minerals and provide documentation upon request to demonstrate compliance with applicable laws and ethical sourcing standards.

Trade Compliance and Money Laundering

Duravant is a global company committed to doing global trade the right way. Suppliers will share in this commitment by complying with all applicable trade laws and regulations, including export controls, economic sanctions and import laws and regulations in the jurisdictions where we do business. Suppliers will carefully monitor transactions to ensure compliance and to prevent money laundering. Additionally, Suppliers will obtain all necessary licenses and approvals, and always report complete, accurate and detailed trade information.

Sharing Concerns

In addition to providing materials and services, our Suppliers can help us maintain our commitment to integrity by speaking up when something isn’t right. If you witness or suspect that a Duravant employee or anyone acting on our behalf has engaged in illegal or unethical behavior, we want you to let us know. Suppliers can share concerns directly with a member of Duravant management or Human Resources or by contacting our third-party Ethics and Compliance Hotline. Visit our [Ethics and Compliance website](#) to make a report or find your local contact number.

