



Responsible Sourcing Policy

Bectrol Inc.

Date:

17 February 2025

Responsible Sourcing Policy of Bectrol Inc.

Introduction

Bectrol Inc. is committed to conducting its business responsibly and sustainably, adhering to the highest standards of human rights, environmental protection, and business integrity. This Responsible Sourcing Policy is designed to ensure that our suppliers share this commitment and contribute positively to our sustainability goals.

Objectives of the Policy:

The main objective of this policy is to ensure that Bectrol Inc. works exclusively with suppliers that:

- Comply with local and international laws and regulations.
- Adhere to fair labor standards and ethical practices.
- Actively participate in the protection of the environment.
- Promote continuous improvement of their sustainability performance.

Scope

This policy applies to all suppliers, subcontractors and business partners of Bectrol Inc. worldwide. It covers all aspects related to procurement, including raw materials, goods, services, and stakeholder relations.

Guidelines

1. Legal and Ethical Compliance

Bectrol Inc.'s suppliers must comply with all applicable laws, regulations, and standards in the countries in which they operate. This includes:

- **Anti-Corruption:** Suppliers must adhere to anti-corruption laws and avoid any form of corruption, extortion, or bribery.
- **Business Ethics:** Business practices must be conducted with integrity and transparency. Any attempt to unduly influence officials or business partners is strictly prohibited.
- **Conflict of Interest:** Suppliers must avoid any conflict-of-interest situation that could jeopardize their relationship with Bectrol Inc.

2. Environmental Protection

Bectrol Inc. expects its suppliers to take proactive measures to reduce their environmental impact. This includes:

- **GHG Emissions Reduction:** Suppliers must adopt practices to reduce their greenhouse gas (GHG) emissions and improve their energy efficiency.
- **Sustainable Resource Management:** Natural resources, including water, energy and raw materials, must be used responsibly. Suppliers are encouraged to favour recycled and certified sustainable materials.
- **Waste Management:** Suppliers must minimize waste, increase recycling and reuse of materials, and manage hazardous waste in accordance with best practices.

3. Human Rights and Working Conditions

Suppliers must respect the fundamental rights of workers and provide safe and fair working conditions. This includes:

- **Prohibition of Child Labor:** In accordance with international standards, child labor is strictly prohibited. The minimum age of employment must be met according to local laws, with an overall minimum of 15 years old.
- **Health and Safety:** Suppliers must ensure a safe working environment, adhering to international and local health and safety standards.
- **Equality and Non-Discrimination:** Any form of discrimination based on race, gender, religion, or any other protected characteristic is prohibited. Supplier must promote an inclusive and respectful work environment.

4. Information Security and Intellectual Property

Suppliers must protect the confidential information and intellectual property rights of Bectrol Inc. This includes:

- **Data Protection:** Sensitive information must be secured from unauthorized access. Providers must comply with all data privacy laws and take steps to prevent cyberattacks.
- **Respect for Intellectual Property:** The patents, trademarks, trade secrets and other intellectual property rights of Bectrol Inc. must be respected and protected.

5. Commitment to Continuous Improvement

Bectrol Inc. encourages its suppliers to strive for continuous improvement in their business practices. Expectations include:

- **Innovation and Sustainability:** Suppliers should look for innovations that promote sustainability and reduce environmental impact.
- **Progress Reporting:** Suppliers are encouraged to communicate regularly with Bectrol Inc. on sustainability progress, including emission reduction targets, waste management, and social initiatives.

6. Monitoring and Compliance

Bectrol Inc. reserves the right to monitor suppliers' compliance with this policy. This includes:

- **Audits and Inspections:** Bectrol Inc. may conduct on-site audits or inspections to ensure that supplier practices are in line with established standards.
- **Corrective Action Plans:** In the event of non-conformance, suppliers must implement corrective measures to rectify the identified deviations.

Policy Administration

The implementation and administration of this policy is the responsibility of Bectrol, Inc.'s Supply Chain Leadership Team. This policy will be reviewed periodically to ensure that it remains relevant and effective, in line with international best practices.

Conclusion

By committing to this responsible sourcing policy, Bectrol Inc. and its suppliers are together contributing to a more sustainable future that is respectful of people and the planet.

Name of Supplier	_____
Name of Representative	_____
Title of Representative	_____
Date	_____
Signature	_____