



Bectrol Inc. Supplier Code of Conduct

Date:

7 août 2025

Bectrol Inc. Supplier Code of Conduct – Version 2025

Introduction

At Bectrol Inc., we believe that social responsibility, ethics and sustainability are essential pillars for building strong business relationships. This code is intended for all of our suppliers, partners and subcontractors, and sets out minimum expectations for compliance, human rights, the environment, business integrity and cybersecurity.

The requirements below should be incorporated into your internal policies and business contracts. Failure to comply with this Code may result in the termination of the business relationship with Bectrol Inc.

1. Legal and Ethical Compliance

- Comply with all applicable local, national and international laws.- Avoid any form of fraud, corruption, money laundering or business manipulation.

Prohibited examples: payment of bribes, collusion during tenders, falsification of documents.

2. Working Conditions and Human Rights

- Provide a safe, inclusive and fair working environment.- Prohibit any use of child labour, forced labour or labour trafficking.- Respect freedom of association and the right to decent remuneration.

Reference: Bectrol Inc.'s Child Labour and Forced Labour Prevention Policy

3. Health, Safety and Harassment

- Implement an OHS policy that complies with current standards.- Offer regular training on the prevention of occupational risks.- Prohibit any form of harassment, intimidation or violence.- Provide a confidential channel for internal complaints.

4. Environmental Responsibility

- Measure, monitor and reduce GHG emissions and energy consumption.- Promote recycling, sustainable waste management and the preservation of biodiversity.

Reference: Bectrol Inc.'s ESG and Responsible Sourcing Policy

5. Cybersecurity and Data Protection

- Protect Bectrol Inc.'s data from loss, disclosure, or unauthorized access.- Immediately report any information security breach.- Comply with confidentiality and intellectual property obligations.

Reference Standard: SOC 2

6. Control, Monitoring and Audit Mechanisms

- Authorizing Bectrol Inc. to verify compliance through audits or questionnaires.- Implementing corrective actions in the event of non-compliance.- Producing reports on ESG indicators upon request.

7. Procedure for Reporting to Bectrol Inc.

Any supplier or supplier employee who observes non-compliant or ethical behaviour must report it without delay.

Reporting channels available:- By email to: signalement@bectrol.com- By written transmission to the Audit Committee of Bectrol Inc.

Processing:- All reports are processed by the Audit Committee of Bectrol Inc.- Suppliers will be informed of the follow-up carried out.

- No form of retaliation will be tolerated against bona fide complainants.

Compliance: Failure to cooperate or a proven failure may lead to the termination of the business relationship.

Conclusion

This code formalizes our expectations in terms of ethics, compliance and sustainability. By working with Bectrol Inc., you agree to uphold these principles, apply them in your operations, and pass them on to your own supply chain.

Supplier Commitment



Signature of the Supplier

By signing below, the supplier confirms that they have read, understood and accepted the terms of this Bectrol Inc. Code of Conduct and agrees to abide by them in all business dealings with Bectrol Inc.

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