



Leviat

Supplier Code of Conduct

Connecting. Reinforcing. Protecting.

Updated April 2026

Introduction

Leviat places business ethics and sustainability at the forefront of all business interactions, including those with suppliers who we recognise are key stakeholders in the success of our business.

We expect our suppliers, both direct and indirect, to share our unwavering commitment to ethical business practices and meet our standards, including respect for human rights, health & safety and environmental stewardship.

Leviat is committed to conducting business ethically, responsibly, and in compliance with all applicable laws. We expect our suppliers to uphold the same standards. This Supplier Code of Conduct (SCoC) outlines the principles and requirements that all suppliers must follow when doing business with Leviat.

In return, we strive to be a fair and honest partner, firmly believing that relationships built on these core values of trust and integrity will be sustainable and beneficial for all.



1. Compliance with Laws and Regulations



Suppliers must comply with all applicable local, national, and international laws, regulations, and standards, including but not limited to:

- Human Rights
- Trade compliance, trade sanctions and export controls
- Anti-corruption and anti-bribery laws, e.g.
 - US FCPA
 - UK Bribery Act
- Labor and employment laws
- Health & Safety
- Environmental regulations
- Anti-competitiveness
- Anti-money laundering
- Data protection and privacy
- Conflict Minerals regulations, e.g.
 - OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
 - Section 1502 of the Dodd-Frank Act

2. Ethical Business Practices



Leviat expects our suppliers to maintain a high standard of integrity and avoid conflicts of interest, ensuring transparent and ethical business practices.

- Integrity: Suppliers must conduct business honestly and transparently.
- Anti-Bribery and Corruption: Suppliers must not offer, give, or accept bribes, kickbacks, or improper payments.
- Fair Competition: Suppliers must avoid anti-competitive practices such as price-fixing or collusion.
- Conflict of Interest: Suppliers must disclose any actual or potential conflicts of interest.

3. Labour and Human Rights

At Leviat, we respect internationally recognised human rights across our operations and extended supply chain. We expect our suppliers to adhere to practices that respect human rights, ensuring compliance with laws and promoting safe working conditions free from discrimination and harassment aligned with the International Bill of Human Rights and other core UN human rights conventions including:

- Fair Wages and Working Hours
- Non-Discrimination
- Freedom of Association and the effective recognition of the right to collective bargaining by employees
- Safe working conditions

Suppliers must respect human rights and ensure all forms of modern slavery are prohibited in their supply chain including Human Trafficking, Forced Labour, Bonded Labour, Compulsory Labour, and Child Labour.

4. Health and Safety

Suppliers must provide a safe and healthy workplace by complying with applicable occupational health and safety legislation, providing necessary protective equipment and training on the equipment, implementing emergency preparedness plans, and continually improve practices towards best industry practice and zero harm.



5. Environmental Responsibility

Suppliers must comply with environmental laws and regulations, minimize environmental impact through sustainable practices, uphold a responsible stewardship over water resources, engage in initiatives that promote carbon reduction and properly manage hazardous substances and waste.

Suppliers must support a proactive approach to environmental challenges including sharing of relevant production data to allow Leviat to comply with any related legislation, such as the European Commission's Carbon Border Adjustment Mechanism. Suppliers must also commit to quantify and disclose data related to GHG emissions to support evaluation of decarbonisation performance, and supply information about carbon footprint and Environmental Product Declarations when required.

6. Product Quality and Safety

Suppliers must meet agreed specifications and quality standards, implement robust quality control processes, and notify Leviat promptly of any quality or safety issues.

7. Data Privacy and Confidentiality

Suppliers must protect confidential information and intellectual property, comply with data protection laws (e.g., GDPR), and use Leviat data only for authorized purposes.



8. Due Diligence Procedures

We expect our suppliers' full support and cooperation with Leviat's due diligence procedures. The depth and nature of our engagement will be contingent on the perceived risk profile, encompassing one or several of the subsequent methods:

- Direct engagement through regular communication, with an acknowledgment of the SCoC from suppliers.
- Internal due diligence processes, including assessments, third-party software, and other methods.
- External due diligence requiring suppliers to complete a questionnaire, ensuring clarity and alignment.
- Integration of specific clauses within contractual provisions to underline adherence to the SCoC.
- Direct site assessments, desktop assessments, or independent third-party assessments requested by Leviat, as necessary, with mutually agreed upon terms and procedures.
- Collaborative development of actionable plans to rectify identified non-compliances or improvements.



9. Reporting and Whistleblower Protection

Suppliers must provide channels for reporting unethical behaviour, protect whistleblowers from retaliation, and report any suspected violations of this Code promptly but no longer than 1 month from the suspected violation being reported.

10. Continuous Improvement

Suppliers are encouraged to adopt international best practices in relation to all aspects of this Supplier Code of Conduct including but not limited to ethical business practices, sustainability and social responsibility, and engage in ongoing improvement initiatives.

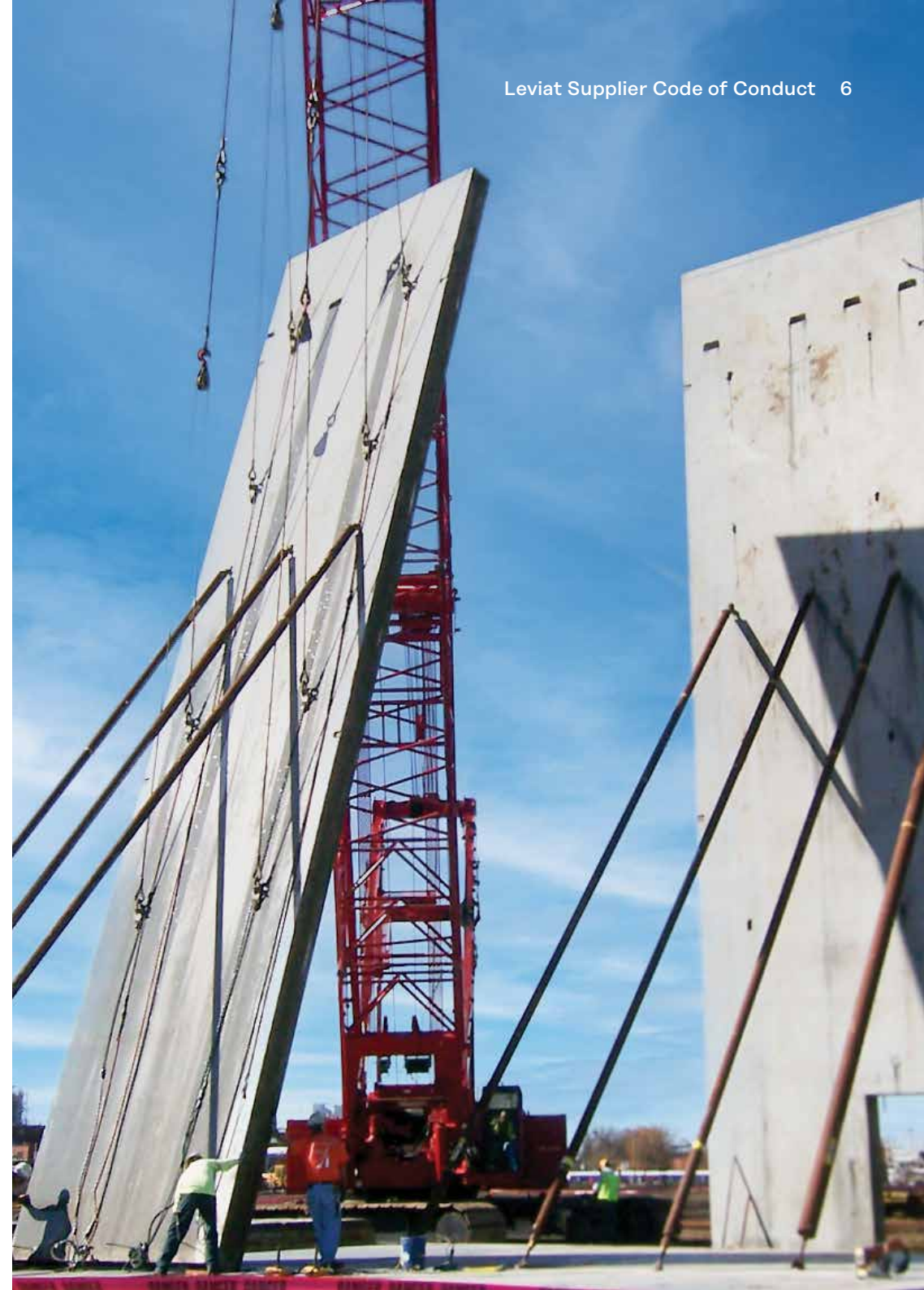
11. Enforcement

Suppliers should note that Leviat reserves the right to terminate an existing contract with a supplier in the event of non-conformance with this SCoC or terminate an existing contract if a supplier declines participation in a remediation plan upon request. Suppliers who fail to demonstrate adherence to our procurement standards or comply with pertinent laws will be excluded from any future tendering processes.

12. Our Commitments

Leviat remains committed to keeping our suppliers informed about our SCoC. As the risk dynamics evolve, so do our due diligence procedures. We foster collective, sustainable growth through active monitoring of the operation of suppliers and their conformance with this SCoC. We will pursue improvements in the SCoC where it can drive improvements to achieve our business and sustainability ambitions.

This SCoC contains general requirements applicable to all suppliers of Leviat and its businesses. Specific approaches and contractual provisions with a higher standard supersede these general requirements. If there is a mandatory applicable law that is stricter than this SCoC, that law prevails.

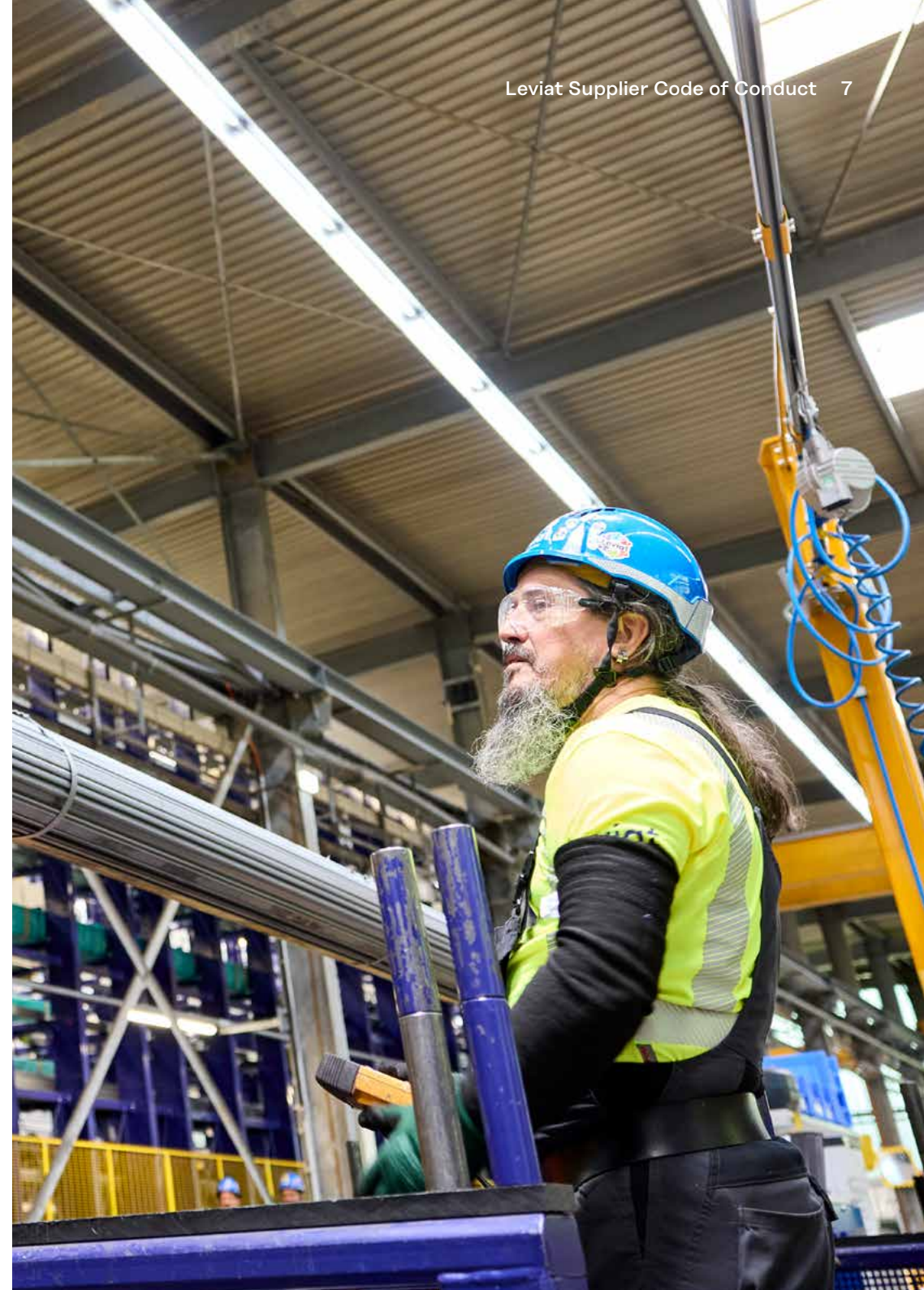


13. Raising a Concern

Leviat has an independent, confidential hotline service allowing employees, customers, suppliers or other external stakeholders to raise good faith concerns they may have about unethical, inappropriate or illegal behaviour. This is a multi-lingual, 24-7 service and provides the option for concerns to be raised anonymously. Leviat's Legal and Compliance team oversees the intake and investigation assignment of all reports received through the Leviat Hotline.

To raise a concern please visit:

<https://leviat-hotline.integrityline.com/>



Leviat Supplier Code of Conduct Acknowledgement

By doing business with Leviat, suppliers acknowledge and agree to comply with this Supplier Code of Conduct. In addition, by signing below, the supplier acknowledges that they have read, understood, and agree to comply with the Leviat Supplier Code of Conduct.

The supplier confirms:

- understanding of and expected compliance with the requirements set out in this Leviat Supplier Code of Conduct
- the importance of our adherence to ethical practices as set out in this Leviat Supplier Code of Conduct.
- understanding they may be asked to share data, agree to assessments, site visits or audits with mutually agreed upon terms and procedures in order to demonstrate compliance with the Supplier Code of Conduct.

Sign agreement

Confirm supplier name, job title, signature, date and company stamp.

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Supplier Name *

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Job Title *

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Authorized Signature *

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Date *

.....

Company Stamp *

Leviat

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