

SUPPLIER CODE OF CONDUCT

<p>We seek business relationships based on trust, transparency in communications, mutual respect, and delivering on commitments; accountability with our suppliers.</p> <p>The code outlines our expectations for suppliers, and their employees, personnel, agents, and subcontractors;</p> <p>We expect our suppliers to embrace this commitment to integrity to ensure compliance while conducting business with and/or on behalf of Ion Exchange :</p>	
Obey the law	<ul style="list-style-type: none"> • Know and follow the laws that apply to them and their business • Treat legal requirements as a minimum standard • Alert Ion Exchange to any material issues with the goods and services they supply—especially health and safety issues.
Non discrimination, Professional standards, Treat people with dignity	<ul style="list-style-type: none"> • To maintain a respectful and dignified relationship all our suppliers including small and diverse, with everyone the supplier engages, this includes its own suppliers, customers and employees. • Provide safe and healthy working conditions at all of their operations • Never use or tolerate the use of human trafficking, forced labor, or child labor as defined by the International Labour Organization (ILO) • Foster an inclusive work environment that is free of harassment and discrimination, abuse of any kind, harsh and in humane treatment • Respect employees’ rights to organize and bargain collectively • Meet or exceed all legal requirements for compensation and working conditions
Health and Safety.	<ul style="list-style-type: none"> • Provide a safe and healthy working environment, taking proactive action to prevent and minimize injury and ill health of their workers, comply with all applicable occupational health and safety laws and regulations.
Conduct business with integrity, honor business obligation	<ul style="list-style-type: none"> • Suppliers are expected to comply with all applicable anti-bribery and anti-corruption laws and requirements. • Compete fairly and ethically for business • Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with Ion Exchange’s business • Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate • Work with their own suppliers to promote business conduct consistent with the principles in this Code • Share our commitment to conducting business with integrity and transparently • Honor business obligations and manage unanticipated events in a proactive, timely, and open way • Adopt quality audits and compliance processes in all the critical processes affecting organization
Keep accurate records	<ul style="list-style-type: none"> • Maintain books and records that reflect all transactions in an accurate, transparent, and timely way • Employ appropriate quality audit and compliance processes for matters such as product, safety, worker health and safety, and labor and employment • Disclose, on request, the location of facilities and known origins of materials to enable traceability
Protect Ion Exchange’s information, assets and interests	<ul style="list-style-type: none"> • Protect any of Ion Exchange’s confidential information to which they have access, including its intellectual property, trade secrets, or financial information • Safeguard any property belonging to Ion Exchange while under their control • Avoid any situations that may adversely affect our business interests or reputation
Responsible resource utilization	<ul style="list-style-type: none"> • Optimal and efficient use of resources in their operations, avoiding contamination from their operations, prevention of pollution and reducing the impact on environment, surrounding communities • Work with Ion Exchange to implement sustainable processes and correct problems to drive continuous improvement and societal value
<p>We expect our Supplier Partners to cooperate with our reasonable requests for information, certifications, and/or audit access. When there is a concern, our practice is to work with the Supplier Partner. We may be able to help identify possible improvements. However, when an issue can’t be corrected or a supplier partner is unwilling to engage, we reserve the right to end our relationship.</p>	



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