

Reduxi FlexCo

Amibit d.o.o.

Reduxi DACH GmbH

Reduxi Nordics AB

(together referred to as Reduxi)

CODE OF CONDUCT

for Business Partners

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OBJECTIVE OF THIS DOCUMENT

Who does it apply to?

This Code of Conduct applies to all suppliers, distributors, sales partners, contractors, consultants, and any other business-to-business partners of Reduxi (hereinafter collectively referred to as “Business Partners”).

Business Partners are required to ensure that all obligations under this Code are contractually passed on to their own subcontractors and suppliers, to the extent relevant for the relationship with Reduxi. Business Partners should establish adequate control mechanisms to verify compliance throughout their supply chains.

Legal and Ethical Basis

This Code is based on internationally recognized standards and agreements, including:

- The 10 Principles of the United Nations Global Compact
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- The ILO Core Conventions (including Conventions 29, 87, 98, 100, 105, 111, 138, and 182)
- The Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and Economic, Social and Cultural Rights
- The EU Charter of Fundamental Rights and applicable EU legislation, including the Corporate Sustainability Due Diligence Directive (CSDDD) and the Corporate Sustainability Reporting Directive (CSRD)

Business Partners must comply with all applicable laws and regulations. Where this Code of Conduct goes beyond minimum legal requirements, the higher standard shall apply.

SUSTAINABILITY

Basic principles

Reduxi regards sustainability as a fundamental component of business relationships. Business Partners must integrate sustainability requirements into their management systems, ensure compliance through training, and continuously monitor performance.

Recommendations

We encourage business partners (especially suppliers) to demonstrate certification according to the international standard ISO 14001 or registration under the EU Eco-Management and Audit Scheme (EMAS).

Code of Conduct and Governance

Business Partners should adopt their own Code of Conduct, covering ethical, social, and environmental standards, and are encouraged to designate a Sustainability Officer reporting directly to management.

GHG emissions

Business Partners must implement measures to monitor, reduce, and report greenhouse gas emissions across operations and also their supply chains, in line with the Paris Agreement and relevant EU climate legislation (e.g., the EU ETS Directive).

Efficient use of resources

Business Partners should:

- Ensure efficient use of energy, water and raw materials;
- Prioritize renewable resources and energy efficiency;
- Reduce harmful substances, in line with REACH Regulation (EC) No 1907/2006;
- Comply with international conventions such as the Stockholm Convention on Persistent Organic Pollutants and the Basel Convention on Hazardous Waste.

Circular Economy and Waste Management

Business partners should take appropriate and adequate measures aimed at avoiding waste, re-using resources, recycling as well as the safe, environmentally friendly disposal of residual waste, chemicals and wastewater. Business Partners should adopt practices supporting reuse, recycling, and safe disposal, consistent with the EU Waste Framework Directive (2008/98/EC) and other relevant legislation.

Also, the business partners should comply with international agreements on the cross-border transport of hazardous waste as well as with the corresponding, applicable implementation rules at national and supranational level.

Water and Biodiversity

Business partners should take appropriate and adequate measures to minimise water consumption at their sites and/or along their own supply chains with prioritisation for water stressed regions. The right to water must be respected at all times.

Business Partners should respect the UN Human Right to Water and Sanitation. Supply chains should be free from deforestation and habitat destruction, in line with the EU Deforestation Regulation (2023/1115) and biodiversity conventions.

BUSINESS ETHICS

Conflict of interest

Business partners' decisions must be based on objective criteria and free from undue influence. Any actual or potential conflicts of interest must be disclosed.

Corruption and money laundering

Business partners should not engage in and should prevent all forms of corruption in line with the OECD Anti-Bribery Convention, the UK Bribery Act 2010, and the US Foreign Corrupt Practices Act (FCPA) where applicable. Business partners should ensure that their employees, subcontractors and agents do not grant, offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to or from customers, officials or other third parties.

Business Partners must implement internal controls to prevent and detect money laundering, in compliance with the EU Anti-Money Laundering Directives (AMLDs) or relevant national law.

IP and confidential information, privacy policy

Business partners should respect intellectual property rights and protect associated information. Trade secrets and confidential information must be protected in accordance with the EU Trade Secrets Directive (2016/943).

Business partners should ensure that sensitive data (trade secrets and personal data) is properly and lawfully collected, processed, saved and deleted. Business partners should have internal and external documents and processes to ensure compliance with all applicable law, including GDPR or equivalent data protection legislation.

STATEMENT OF ACCEPTANCE

I, the undersigned, confirm that I have received, read, and understood the Rules and Guidelines provided by Reduxi. I acknowledge that these rules are intended to ensure fair conduct, compliance with applicable legal obligations, and the protection of all individuals and assets involved. I understand that adherence to these rules is a condition of my participation/engagement and that violations may result in appropriate action in line with the Organization's policies and applicable law.

By signing this document, I accept my responsibility to follow these rules in good faith, to contribute to a respectful and compliant environment, and to promptly report any concerns or potential breaches through the designated channels.

Date: _____

Company / Business Partner: _____

Name: _____

Signature: _____