

At Watertest Systems, we are committed to excellence in conducting our business, which includes conducting all our activities with the highest degree of integrity. We advocate integrity of the supply chain as part of our business strategy, and we are committed to responsible business practices based on international standards and expect the same of our suppliers of materials, service providers, contract manufacturers, etc., herein referred to as “Suppliers”.

Watertest Systems expects Suppliers to meet the standards as described hereinafter in all activities that relate directly or indirectly to Watertest Systems. Adherence to this Supplier Code of Conduct is one of the criteria applied by Watertest Systems in Supplier evaluation, selection and retention. Watertest Systems shall have the right but no obligation to evaluate Suppliers' compliance with this Supplier Code of Conduct, herein also referred to as “Code”. Suppliers that do not meet Watertest Systems expectations breaching these standards will be exposed to disciplinary action, which may include their business relationship terminated.

MINIMUM WORKPLACE PRACTICES – CODE OF CONDUCT (“Code”)

1. ANTIDISCRIMINATION

- Suppliers shall not discriminate against any worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, union membership, or other legally protected characteristic in hiring and other employment practices.

2. ANTI-HARASSMENT AND ABUSE

- Suppliers shall provide workplaces that are free of harassment.
- Suppliers shall not engage in physical, mental, verbal, and sexual or any other abuse, inhumane or degrading treatment, corporal punishment or any form of harassment. The Supplier will treat all employees with respect and dignity and comply with local legislation on disciplinary practices.

3. PREVENTION OF INVOLUNTARY LABOR AND HUMAN TRAFFICKING

- Suppliers shall uphold the human rights of workers and treat workers with dignity and respect.
- Suppliers shall ensure that all work is voluntary. All workers are to be free to leave upon reasonable notice. Use of forced, bonded, indentured or

involuntary prison labour is prohibited. Workers must not be required to hand over passports or work permits as a condition of employment.

4. PREVENTION OF UNDERAGE LABOR AND JUVENILE WORKER PROTECTIONS

- Suppliers shall not use child labour. Child labour includes any person under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Legitimate workplace apprenticeship programs are supported.
- Young workers under the age of 18, legally employed, shall not carry out any hazardous work or night shifts.
- Employees are to receive payment slips that provide transparency how wages were calculated and deductions shall only be made according to local laws.

5. WORKING HOURS, WAGES AND BENEFITS

- Suppliers' plants shall set working hours, wages and over-time pay in compliance with all applicable laws.
- Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.

6. LAWFUL AND ETHICAL BUSINESS CONDUCT

- Watertest Systems believes in free markets, fair competition and responsible marketing practices. Suppliers shall always act in a lawful and ethically sound manner, and shall not offer, provide or accept any undue favors to obtain or retain Watertest Systems business or any other acts of bribery.

7. HEALTH, SAFETY, AND THE ENVIRONMENT

- Watertest Systems expects Suppliers to offer safe workplaces for workers and to care about their health and wellbeing by protecting them against occupational hazards. Suppliers shall respect the environment and shall take adequate measures to protect the environment and to minimise adverse impacts.
- Suppliers shall supply all materials in accordance with any applicable laws, relating to work, health, safety and environmental requirements. Suppliers must comply with all statutory and common law obligations, all

Watertest Systems SUPPLIER CODE of CONDUCTIssue Date: **14 Mar 2022** Review Date: **13 Mar 2025**
Revision Number: **1**

directions, plans, statements, safety data sheets, policies and procedures of Watertest Systems or any statutory authority relating to workplace health and safety or the environment, respectively.

- Suppliers shall have an appropriate management system in place to identify and mitigate workplace hazards, and to prevent injuries and illnesses. Employees shall be equipped with adequate safety equipment. Suppliers shall comply with all applicable laws and regulations and shall obtain and maintain all applicable permits, licences, approvals, registrations and the like required for the operation of their business and shall follow any related reporting requirements.
- Suppliers shall ensure they report and respond to any environmental incidents. Ensure new materials comply with the current environmental legislations.



Signed by
David Easton
Manager