

# Supplier Code of Conduct

Last updated June 10, 2025

At Quantum Polymers, Inc. ("Quantum"), we commit to conducting business in a lawful manner in accordance with the very highest standards of social, environmental and ethical responsibility. In turn, we expect our suppliers and partners to be committed to similar standards. This Supplier Code of Conduct ("Code") communicates these standards and expectations, enabling all players within our supply chain to align themselves with our values and principles.

## **Ethical Business Practices**

Suppliers are expected to conduct their business ethically and perform their operations in a responsible and lawful manner. This includes:

### **Compliance with Laws.**

Quantum expects its suppliers to comply with all laws, rules and regulations applicable to their business.

### **Fair Practices.**

Suppliers are expected to act equitably with customers, their own suppliers, competitors and employees, and in accordance with relevant anti-trust laws.

### **Conflicts of Interest.**

Quantum's personnel are expected to avoid personal and business conflicts of interest. Quantum expects the same from its suppliers. If a conflict of interest arises, it should be reported to Quantum so that appropriate action can be initiated.

### **Anti-Corruption.**

Suppliers are expected not to engage in or tolerate any form of corruption, extortion or embezzlement. Suppliers must comply with all applicable anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act. Specifically, suppliers must not directly or indirectly offer, pay, promise or accept bribes.

## **Confidentiality and Intellectual Property.**

Suppliers must respect intellectual property rights and safeguard confidential information received by or on behalf of Quantum.

## **Financial Records.**

It is a fundamental expectation that Quantum and our suppliers will comply with all applicable laws regarding money and finance, and that all financial settlements, reports and invoicing will correctly reflect the business transaction between us.

## **Labor and Employment**

Quantum is committed to respecting and protecting the human rights of our employees, and we expect the same of our suppliers. This includes acting in a manner consistent with key international human rights frameworks, including eliminating child labor and forced labor, not tolerating workplace discrimination or harassment, recognizing freedom of association and committing to providing a safe and healthy work environment.

### **No Child or Forced Labor.**

Suppliers will comply with all applicable laws governing forced labor and child labor. This includes not permitting the use of forced labor, slavery or human trafficking and not employing persons under the legal working age.

### **Working Hours and Wages.**

Suppliers will comply with all applicable laws regarding working hours, wages, social security payments, and overtime payments. Suppliers are expected to pay their employees in a timely manner.

### **Non-Discrimination.**

Quantum practices the principles of diversity, equity and inclusion and we treat our employees with dignity and respect; we encourage our suppliers to do the same. Suppliers will not discriminate in hiring or employment practices on the grounds of race, color, religion, sex, age, national origin, ancestry, disability, military or veteran status, or any other protected status protected by applicable equal employment opportunity laws.

### **Anti-Harassment.**

Suppliers will provide a workplace free from harassment and abuse, including sexual, verbal and physical behavior that creates a hostile environment.

## **Health and Safety**

Suppliers are expected to provide employees with a safe, healthy, positive and productive work environment.

## **Safe Working Environment.**

Suppliers are expected to promote a safe, secure and healthy environment and maintain a workplace in compliance with all relevant safety standards and applicable local and national laws.

## **Quality.**

Suppliers are expected to comply with all applicable quality, health, and environmental regulations and permits, including those related to safety, sanitation and electrical, mechanical and structural security. Suppliers must meet the quality and safety criteria mandated by relevant laws.

## **Improvement.**

It is Quantum's expectation that suppliers strive to continually improve safety, security, health and environmental performance and foster appropriate operating practices and training.

## **Environment**

Quantum expects its suppliers to conduct business in an environmentally responsible manner, avoiding adverse impacts to human and environmental health, to the best of their ability.

## **Hazardous Waste.**

Suppliers will comply with all environmental laws and regulations. Suppliers are expected to implement systems for safe waste management, accident mitigation and energy conservation.

## **Conservation.**

Suppliers are expected to monitor, assess and work on improving their environmental impact, including using natural resources responsibly and economically.

## **Compliance and Enforcement**

Suppliers are expected to monitor their own compliance with this Code and with all legal requirements.

## **Commitment and Communication.**

Quantum expects suppliers to conduct business in accordance with the Code and to communicate to its personnel the standards to which the supplier has committed.

Suppliers are expected to maintain appropriate risk management systems, proper documentation and employee training as required by law.

## **Compliance.**

Suppliers are expected to monitor their own compliance with the Code. Quantum will not be imposing penalties for violation of the Code. Nothing in this Code is meant to supersede any contract provision, and to the extent there is any inconsistency between this Code and any provision of a particular contract, the contract provision will prevail.

For questions regarding this Code, contact Quantum's legal department at [legal@quantumpolymers.com](mailto:legal@quantumpolymers.com).

