

AETERNO FZE

SUPPLIER CODE OF CONDUCT / Version: VER.01 / Date: 01OCT2023

| | |
|----------------|----------------------------------|
| Document Title | AETERNO SUPPLIER CODE OF CONDUCT |
|----------------|----------------------------------|

| | |
|----------------|------------------------|
| Document Owner | AETERNO FZE Compliance |
|----------------|------------------------|

| | | | |
|----------------|-----------------------|---------------------|---------------------|
| Document No. | AETERNO/SUP COD POL 1 | Implementation date | 01 OCT 2023 |
| Version Number | VER.01 | Comments | Internal & External |

AETERNO SUPPLIER CODE OF CONDUCT

Purpose and Scope of Supplier Code of Conduct

AETERNO FZE Supplier Code of Conduct sets the standards of ethical and professional behavior expected from all our suppliers. Aeterno Refinery is committed to upholding the highest ethical and regulatory standards across all business operations. This Code serves as a bridge between our core sustainability values and the conduct we expect from our business partners. Our commitment to integrity, transparency, and excellence is embedded in this policy. We continuously strive for sustainability in our business practices and expect our suppliers to actively contribute to these efforts. Please read this Code carefully to understand the standards of professional conduct we uphold, including our responsibilities in interactions with customers, stakeholders, and the broader community.

This Supplier Code of Conduct is based on national laws and regulations, including the UAE Ministry of Economy (MOE) guidelines, as well as international frameworks such as the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) standards, and the United Nations Global Compact. Suppliers must comply with all applicable legal and regulatory requirements within their respective jurisdictions.

Compliance with Business Laws and Regulations

All suppliers must comply with Aeterno Supply Chain policies, applicable international, national, state, and local laws and regulations, including but not limited to those related to labor, customs, immigration, health and safety, and environmental protection.

Human Rights, Labor Standards, and Ethical Practices

- Prohibition of Child Labour
 - Child labor is strictly prohibited at every stage of production.
 - Suppliers must comply with ILO conventions regarding the minimum employment age, which should be no lower than the end of compulsory schooling and, in any case, not below 15 years of age.
 - The rights and welfare of young workers must be protected with special provisions in place.
- Elimination of Forced Labour
 - No form of forced, bonded, or involuntary labor is permitted.
 - Employment must be voluntary, and workers must have the freedom to terminate their employment at any time without coercion.
 - Suppliers must ensure that no worker is subjected to psychological or physical abuse, exploitation, or harassment.
- Fair Wages and Working Hours
 - Wages must meet or exceed the legal minimum or industry standard, whichever is higher.
 - Overtime must be compensated at a premium rate, as required by law.
 - Wage deductions as disciplinary measures are prohibited.
 - Employees must receive clear and regular documentation of their wages.
 - Working hours must comply with applicable labor laws, with total hours not regularly exceeding 48 hours per week.

AETERNO FZE

SUPPLIER CODE OF CONDUCT / Version: VER.01 / Date: 01OCT2023

- Overtime must be voluntary and not exceed 12 hours per week. Employees must have at least one day off after six consecutive working days.
- Freedom of Association
 - Employees must be free to form and join organizations of their choosing and engage in collective bargaining without fear of retaliation.
 - Where legal restrictions apply, alternative means of independent worker representation must be permitted.
- Prohibition of Discrimination
 - Suppliers must ensure that no employee is discriminated against based on gender, race, caste, color, disability, political beliefs, family background, religion, age, pregnancy, or sexual orientation.
 - Every individual's dignity, privacy, and personal rights must be respected.

Anti-Money Laundering and Counter-Terrorism Financing

Aeterno Refinery adheres strictly to UAE Anti-Money Laundering (AML) and Counter-Terrorism Financing (CTF) laws. We expect our business partners to do the same by:

- Preventing transactions involving illicit funds or illegal activities.
- Reporting any suspicious transactions to relevant regulatory authorities.
- Avoiding transactions with entities or individuals listed on UAE sanctions lists.

Due Diligence for Responsible Sourcing from Conflict-Affected and High-Risk Areas

Suppliers of precious metals must comply with Aeterno Refinery's Supply Chain Policy for Responsible Sourcing of Minerals from Conflict-Affected and High-Risk Areas. This includes conducting comprehensive due diligence on their supply chains to ensure that sourced materials are free from conflict financing and human rights abuses.

Bribery and Corruption

Suppliers must comply with all applicable anti-bribery and anti-corruption laws. They must not:

- Offer, give, or accept bribes or improper advantages to influence business decisions.
- Provide anything of value to Aeterno Refinery employees in exchange for preferential treatment.
- Engage in any corrupt practices, including fraud or misrepresentation.

Environmental Protection

Suppliers must actively work to minimize their environmental impact by:

- Obtaining and maintaining all necessary environmental permits.
- Reducing waste and maximizing recycling and reuse of materials.
- Managing natural resources efficiently and supporting biodiversity conservation.

Health, Safety, and Workplace Security

Suppliers must ensure a safe and healthy work environment by:

- Implementing workplace safety measures to prevent accidents and injuries.
- Providing regular health and safety training to employees.
- Ensuring access to clean drinking water and sanitary facilities.

Community Involvement and Development

Suppliers are encouraged to support and contribute to the sustainable development of the local communities they operate in.

Reporting Concerns

Aeterno Refinery is committed to ethical business practices. Any concerns related to compliance, ethics violations, or illegal activities may be reported confidentially via:

- Email: compliance@aeternorefinery.com
- Grievances & Whistleblowing Policy: Available on Aeterno Refinery's website.
- All reports made in good faith will be treated confidentially and without retaliation.

Supplier Acknowledgment and Commitment

AETERNO FZE

SUPPLIER CODE OF CONDUCT / *Version: VER.01 / Date: 01OCT2023*

By signing this document, the supplier commits to upholding the principles outlined in this Code of Conduct, Aeterno Supply Chain Policies and ensuring compliance throughout their operations, including with employees, contractors, and subcontractors.

Signature:

Company Stamp:

Name:

Company Name:

Designation:

Date:

Place:..

