

Business Principles and Code of Conduct

This Code of Conduct defines the main principles underlying our business activities.

1) Human Rights

- a) We respect the personal dignity, privacy and rights of each individual
- b) Refuse to make any person work against his or her will
- c) Prohibit behaviour including language, gestures and physical contact that is sexual, coercive, threatening, abusive or exploitative

2) Working Conditions

We ensure fair labour conditions, adhering to:

- a) Refrain from employment discrimination before hiring, on the job or upon leaving based on gender, age, nationality, religion, ethnicity, disability, sexual orientation, union membership
- b) Allow employees to freely associate and bargain collectively
- c) Zero tolerance to the use of child labour in any process, in accordance with laws and regulations, and document checks for proof of age.
- d) Not to use any forced labour including but not limited to victims of slavery or human trafficking
- e) To allow employees to leave their employment freely upon a reasonable notice period
- f) Ensure that working hours including overtime do not exceed the legal requirements
- g) Compensate employees fairly and follow local wage regulations. Where these don't exist, ensure wages are aligned with the prevailing sector wage.
- h) Ensure employees have at least 1 day off per 7 day week
- i) Provide work agreements or similar in a language understood by workers,
- j) Prohibit the charging of recruitment fees to workers or potential workers.
- k) Prohibit the use of recruiters that do not comply with legislation and this Code of Conduct.

3) Health and Safety

We provide a safe workplace for all employees:-

- a) Appoint a competent person to manage Health and Safety policies and improvements
- b) Establish appropriate procedures, working practices and risk assessments to ensure the effective management of Health and Safety risks and improvements
- c) Ensure workers are aware of these risks and have been trained on control measures

4) Environmental Management

We Conduct our business in an environmentally sustainable way:-

- a) Appoint a competent person to manage environmental programs and improvements
- b) Establish appropriate policies and procedures for the effective management of environmental risks and improvements
- c) Ensure everyone in the organisation is trained on implementation of the procedures

5) Compliance to regulations.

Weatherall are determined to comply with all regulatory requirements regarding the restrictions of substances, including hazardous substances and conflict minerals. Therefore, suppliers will ensure that the goods supplied are also in compliance with the requirements covered under the scope of all regulations, a number of key regulations are:-

- a) Registration, Evaluation, Authorisation & Restriction of Chemicals -REACH was a European Union regulation concerning the chemicals in materials and products, it came into force on 1st June 2007. Last updated 2025.
- b) REACH UK 2021 was formed following Brexit.
- c) Restriction of Hazardous Substances – RoHS 2 is European Union regulation concerning regulating to control the levels of hazardous substances that they contain. The regulation came into force in 2012 and was last updated in 2024.
- d) Dodd-Frank Act is a USA regulation regarding the banning of using conflict mined minerals in components and products.
- e) Supplier is doing due diligence in accordance with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- f) For Export Control the ECCN number must be provided if the ECCN is not EAR99.
- g) Suppliers must be able to provide evidence that all regulations have been met in sourcing minerals, components, and products in a timely manner.

6) Business Ethics

We will conduct our business in an ethical manner:-

- a) Refrain from all forms of corruption including bribery and extortion
- b) Abide by all anti-bribery laws including the receiving or giving of gifts
- c) Disclose any conflicts of interests immediately
- d) Protect all confidential information
- e) Adhere to international trade regulations and export control regulations
- f) For both parties to respect the Weatherall NDA (where applicable)

7) Audit

- a) In order to ensure and demonstrate compliance with the Weatherall Code of Conduct, Suppliers shall keep relevant documentation and provide us with supporting documentation upon request.
- b) If Suppliers fail to comply with Weatherall Code of Conduct, then Weatherall may suspend or terminate the activities of Suppliers.

Company Name.....

Signed.....Name and Position.....

Date.....



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