



Precision Resource Business Partner Code of Conduct

An essential part of our corporate mission is to conduct our business with integrity and in compliance with ethical standards. This basic principle is the foundation of Precision Resource's activities and the standard to which our employees are held. It is also an essential factor when it comes to securing our company's long-term, sustainable success for the future and for selecting partners we wish to do business with.

Precision Resource expects our business partners (sometimes referred to below as the "business partner," or with pronouns such as "we" and "our") to follow the principles defined in this Business Partner Code of Conduct. Compliance with these principles is an essential part and necessary condition of doing business with Precision Resource. Acceptance of a business relationship confirms the Business partner's compliance with these principles and its obligation to communicate these principles throughout your supply chain. Precision Resource reserves the right to audit compliance with these principles.

Failure to comply with these principles could lead to termination of an existing business relationship, inability to bid on projects, or liability to Precision Resource if it incurs damages due to the business partner's failure to comply.

The business partner confirms its commitment to ethical business practices as follows:

1. Ethics

- 1.1 Responsible Business Conduct and Due Diligence:** The business partner is committed to upholding the highest standards of ethical and responsible business conduct. We support the principles of the United Nations Global Compact, including the protection of internationally recognized human rights, the elimination of discrimination in employment, and the promotion of environmental responsibility. We adopt a precautionary approach to environmental challenges, actively support the development of sustainable technologies, and maintain a zero-tolerance policy on corruption, including all forms of bribery and extortion. These expectations extend to all employees, suppliers, and business partners.
- 1.2 International Guidelines:** The business partner's conduct of business is expected to be informed and guided by globally recognized standards, including:
- OECD Guidelines for Multinational Enterprises
 - Ten Principles of the UN Global Compact
 - ISO 14001 Environmental Management Systems



These frameworks guide our approach to governance, sustainability, and stakeholder engagement.

1.3 Ethical Standards: The business partner complies with all laws and regulations applicable to its business, operations, employees and assets, including those related to:

- Environmental protection
- Worker health and safety
- Immigration and labor rights
- Intellectual property
- Conflict minerals and responsible sourcing
- Export controls and trade compliance

We conduct business with **integrity, fairness, and transparency**, and are committed to maintaining safe, inclusive, and discrimination-free workplaces.

1.4 Fair Competition and Antitrust

Precision Resource expects all employees and business partners to act fairly in competition and comply with applicable antitrust and competition laws. Agreements that unfairly or illegally restrict competition, abuse market position, or engage in price-fixing are strictly prohibited.

1.5 Export Control and Trade Sanctions

We comply with all relevant import/export laws, regulations and sanctions lists. Business partners must ensure lawful movement of goods, services, and information across borders and refrain from moving goods, services and information across borders that are prohibited by export control laws, regulations and rules, including governmental sanctions. Business partners will not export or re-export any technical data or products resulting from such technical data to any proscribed country listed in such laws, regulations and rules unless properly authorized. Business partner is responsible for informing its employees and subcontractors of all applicable requirements under such laws, regulations, and rules.

2. Health and Safety

2.1 Safety Policy: The business partner is committed to providing a safe, healthy, and respectful work environment for all employees. We fully comply with all applicable health and safety laws, regulations, and workers' compensation requirements and expect our business partners to do the same.

Our approach includes proactive risk management through proper design, engineering and administrative controls, preventative maintenance, and safe work procedures. Where hazards cannot be fully mitigated, we provide appropriate personal protective equipment (PPE) to ensure worker safety. We prioritize comprehensive training and ongoing instruction to promote a culture of safety and awareness. To ensure continuous improvement, we



maintain a structured health and safety management system that includes regular risk assessments, incident tracking, and targeted initiatives to prevent workplace injuries and illnesses. In partnership with our suppliers and business partners, we expect adherence to these standards and to ensure reasonable working hours in accordance with ILO guidelines.

2.2 Supplier Expectations: Precision Resource expects all suppliers and business partners to provide a safe and healthy work environment in compliance with applicable health and safety laws and regulations. Suppliers must:

- Maintain clean, hazard-free facilities with access to potable water, sanitation, and emergency exits.
- Identify and control workplace hazards through engineering controls, safe work procedures, and appropriate personal protective equipment (PPE).
- Provide timely and effective health and safety training to employees in order to allow them to safely perform their duties
- Implement gender-responsive safety measures, including accommodations for pregnant and nursing workers.
- Encourage employees to report safety concerns without fear of retaliation.
- Strive for continuous improvement through structured safety systems and incident reporting mechanisms.
- Promptly investigate any workplace safety issues and implement corrective actions.

3. Labor and Human Rights

The business partner respects the individual dignity and value of every human being and is committed to conducting its operations in a way that complies with all laws respecting human rights in the countries where the business partner is located.

3.1 Forced Labor: The business partner prohibits any kind of human trafficking, slavery, forced labor or comparable practices. The business partner complies with all child labor laws in the countries where it is located, does not use forced or indentured labor, and does not engage in human trafficking, nor will the business partner knowingly conduct business with any person or entity that engages in such conduct. The business partner complies with all applicable laws regarding modern slavery, including (to the extent applicable) the UK Modern Slavery Act, Uyghur Forced Labor Prevention Act (UFLPA), Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

3.2 Non-Discrimination: We are committed to providing a workplace free from discrimination based on race, gender, age, religion, disability, sexual orientation, political opinion, national origin, or any other protected characteristic. Employment decisions—including hiring, promotion, compensation, and training—must be based on merit and qualifications.



- 3.3 Fair Working Hours and Compensation:** The business partner ensures that all employees receive wages that meet or exceed legal minimums and industry standards and that provide a fair wage for the work performed. Working hours must comply with applicable laws and allow for adequate rest and personal time. Overtime must be voluntary and compensated appropriately. We support transparency in wage structures and comply with all laws regarding the posting of wages for open positions.
- 3.4 Freedom of Association:** We respect the rights of employees to freely associate, join labor unions, and engage in collective bargaining in accordance with local laws. We prohibit retaliation against individuals who exercise these rights. Suppliers must also respect freedom of association and provide grievance mechanisms that allow workers to raise concerns safely and confidentially.
- 3.5 Ethical Recruiting:** All candidates for employment are treated equitably, regardless of background, age, gender, or other protected characteristics. Our hiring process emphasizes fairness, transparency and respect, and complies with all applicable laws and regulations, including relating to non-discrimination and disability.

4. Anti-Corruption

Precision Resource maintains a zero-tolerance policy toward all forms of corruption, bribery, fraud, extortion, embezzlement, and money laundering. Its business partners must therefore be committed to conducting business with the highest standards of integrity, transparency, and accountability, in compliance with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and relevant international conventions.

- 4.1 Prohibition of Bribery and Improper Advantage:** Employees, suppliers, and business partners must not offer, promise, authorize, give, or accept bribes or any other form of improper advantage—whether directly or indirectly—to influence business decisions or gain an unfair advantage. This includes anything of value, such as cash, gifts, hospitality, or favors, offered to or received from government officials, customers, or third parties.
- 4.2 Gifts, Hospitality, and Entertainment:** Gifts and entertainment must be modest, infrequent, and clearly aligned with customary business practices. They must never be used to improperly influence a business decision or create a conflict of interest. Any gift or hospitality that could appear inappropriate or excessive is strictly prohibited.
- 4.3 Fraud, Theft, and Embezzlement:** All forms of fraud, theft, and embezzlement are strictly prohibited. Employees and suppliers must maintain accurate and complete financial records and report any suspected misconduct immediately.
- 4.4 Conflicts of Interest:** Business decisions must be made objectively and in the best interest of Precision Resource. Employees and suppliers must avoid situations where personal, financial, or other interests could conflict—or appear to conflict—with their



responsibilities. Any actual or potential conflict must be disclosed to Precision Resource promptly. Examples include:

- Holding a financial interest in a supplier, customer, or competitor of Precision Resource.
- Using resources or assets provided by Precision Resource for projects outside of the scope of the business relationship with Precision Resource.
- Accepting gifts, favors, or services that could influence business decisions.

4.5 Anti-Money Laundering: We are committed to preventing the use of our operations for money laundering or terrorist financing. Suppliers and partners must comply with all applicable anti-money laundering laws and implement appropriate due diligence and monitoring procedures.

4.6 Monitoring and Compliance: Precision Resource maintains internal controls and audit mechanisms to detect and prevent corruption. We expect our suppliers and partners to implement similar controls and to cooperate fully with any compliance reviews or investigations.

4.7 Whistleblower Protection: We encourage the reporting of any suspected violations of the principles contained in this Code of Conduct or the business partner's own employee code of conduct. The business partner maintains a process through which employees may confidentially report such suspected violations. Retaliation against individuals who report concerns in good faith is strictly prohibited.

5. Environmental Responsibility

The business partner considers the impact to the environment of our entire product life cycle, including raw material sourcing, manufacturing processes, product use, and end-of-life disposal. The business partner is committed to minimizing the impact of our operations on the environment and reducing our ecological footprint.

5.1 Commitment to Our Environment:

We adopt a precautionary approach to environmental challenges and support sustainable technologies. Our operations aim to minimize environmental and health damage and promote decarbonization.

5.2 Energy Efficiency and Conservation:

Our operations promote energy efficiency and conservation by optimizing our manufacturing processes, investing in energy-saving technologies and equipment upgrades, and conducting energy audits.

We have programs in place to reduce waste generation and promote recycling programs to encourage the reduction, reuse, recycling and responsible disposal of materials throughout our operations.

5.3 Hazardous Substances:



We comply with all laws and regulations regarding the use, storage, disposal and transport of hazardous substances. We have in place established procedures to:

- ensure the safe handling, use and storage of hazardous substances,
- minimize the use and presence of hazardous substances in our facilities, and
- prevent, respond to, and clean any spill or leak of hazardous substances.

We adhere to the EU REACH regulation and other international agreements governing the safe use, production, and trade of hazardous substances.

The products, services or materials provided to Precision Resource do not contain any hazardous substances except as otherwise communicated to Precision Resource in writing.

Complete and accurate safety data sheets are provided to Precision Resource with each shipment of any product containing hazardous chemicals or other substances and promptly after any update or change to the safety data sheet.

5.4 Environmental Management System:

The business partner is either certified to the ISO 14001 standard or has in place similar processes and procedures to ensure effective environmental management, including structured risk assessment, continuous improvement, and legal compliance.

5.5 Emissions And Pollution:

The business partner has established procedures to reduce carbon emissions, invest in renewable energy, and reduce the impact of its operations on the environment, including the following:

- GHG Emissions/Renewable Energy. We monitor and aim to reduce greenhouse gas emissions and pollution across our operations and supply chain. The business partner has established procedures to monitor and reduce our greenhouse gas emissions by adopting cleaner technologies, investing in renewable energy sources, and offsetting our carbon footprint where feasible.
- Water. The business partner complies with all laws and applicable standards regarding the protection, conservation and access to clean and safe drinking water, and ensures that its operations do not pollute drinking water sources. The business partner maintains appropriate processes and controls for wastewater treatment and stormwater runoff.
- Air Quality. The business partner complies with all laws and applicable standards regarding the regulation of air quality, and provides appropriate ventilation, temperature control, and control of emissions that might contribute to poor indoor air quality.
- Noise Levels. The business partner complies with all laws and applicable standards regarding acceptable noise levels and has appropriate systems in place to provide

monitoring of noise levels, hearing testing, protective equipment, and employee training.

5.6 Waste Management and Recycling

We promote reuse, recycling, and safe disposal of materials. Suppliers must comply with international waste handling standards and minimize waste generation.

5.7 Biodiversity, Land Use and Animal Welfare

The business partner maintains processes and procedures to protect the long-term viability of land and (to the extent applicable) animal welfare. Specifically, the business partner's operations do not:

- negatively impact natural ecosystems and endangered habitats,
- result in unlawful or unnecessary soil erosion, contamination, or degradation,
- involve or result in deforestation, or unlawful land acquisition, or
- promote, encourage or involve the unethical treatment of animals.

6. Confidentiality and Data Protection

The business partner complies with all applicable laws and regulations regarding personal data and information, data collection, and privacy, including (to the extent applicable) the EU General Data Protection Regulation. Without limit on the foregoing, the business partner confirms:

6.1 Data Privacy

We safeguard confidential and personal information, comply with data privacy laws, and ensure secure handling of sensitive data. Personal data is stored, used and maintained only for the purposes for which it is collected, deleted when no longer required, and shared only with those persons who are authorized to receive it.

6.2 Intellectual Property

We comply with all applicable laws regarding the protection of intellectual property and respect the intellectual property rights of others. The business partner confirms that any products, services or materials that it provides to Precision Resource is free from the intellectual property claims of others. The business partner will not use or disclose the intellectual property of Precision Resource or its customers except in furtherance of the business relationship with Precision Resource.

None of the products, services or materials provided to Precision Resource are, or contain, counterfeit materials.

6.3 Information Use and Disclosure

All confidential information is protected from unauthorized use or disclosure. Employees are trained on the proper use, handling and storage of confidential information.



Business partners may use Precision Resource information only for authorized purposes. Unauthorized disclosure or misuse is strictly prohibited and must be reported to Precision Resource.

6.4 Accuracy of Records

The business partner maintains (and if applicable, reports) financial statements that accurately reflect its financial condition and results of operations.

All financial, operational and other data provided by the business partner to Precision Resource is accurate and up to date.

7. Responsible Sourcing

The business partner engages in responsible sourcing and procurement decisions, including:

- Considering factors such as environmental impact, social responsibility, and product safety.
- Promoting transparency and traceability within our supply chain to ensure accountability to applicable laws, regulations, ethical and best practices.
- Assessing supplier compliance with sustainability standards and supporting their efforts to improve sustainability practices
- Ensuring supplier compliance with the principles contained in this Business Partner Code of Conduct.