

TREND TECHNOLOGIES SUPPLIER CODE OF CONDUCT



Trend Technologies is committed to conducting our operations in an ethical and sustainable manner and to ensure compliance with relevant laws and regulations in all aspects of our business. Similarly, we expect our supply chain partners to embrace this commitment by complying with this Supplier Code of Conduct.

The principles of this Supplier Code of Conduct sets out the minimum requirements for our suppliers regarding labor and human rights, H&S, environmental issues, ethical responsibility and management systems.

The term 'Supplier' as used in this Supplier Code of Conduct refers to suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do or seek to do business with Trend Technologies worldwide.

This Code supplements but does not supersede any contractual requirements. Trend Technologies expects its suppliers to comply with this Supplier Code of Conduct and all applicable laws and regulations.

SUPPLY CHAIN PARTNER RESPONSIBILITIES



HUMAN RIGHTS

Trend Technologies believes that workers should be treated with dignity and respect and therefore we expect all suppliers and their employment agencies to uphold the human rights of workers and have processes in place to prevent, monitor and take effective measures to remediate adverse human rights impacts, and to cascade these requirements through their own supply chain.

- Suppliers must not employ child labor and must not tolerate any form of exploitation of underage workers.
- Suppliers must not use forced, bonded, indentured, or any other form of forced or involuntary labor. Suppliers must not engage, directly or indirectly, in human trafficking or slavery.
- Suppliers must not engage in harsh or inhumane treatment including violence, sexual harassment or abuse, mental or physical coercion, bullying, or verbal abuse of workers, nor the threat of any such treatment.
- Suppliers must provide a workplace free from harassment and discrimination.
- Suppliers must comply with local laws and country regulations regarding working hours. All overtime must be voluntary.
- Suppliers must pay wages and provide benefits in conformity with local laws and regulations, including those relating to minimum wages, overtime hours and medical leave.
- Suppliers must comply with local laws and respect the right of workers to freedom of association.



HEALTH AND SAFETY

Trend Technologies expects all suppliers to provide a clean, safe and healthy working environment for their employees that meet or exceed legal standards. Suppliers must have safety procedures for their employees and contractors performing work on supplier's premises.

- Suppliers shall identify and protect workers from any significant hazards in the workplace.
- Suppliers must provide relevant health and safety training in a language the workers can understand. Where hazards cannot be adequately controlled, workers must be provided with appropriate, well-maintained, personal protective equipment (PPE) and educational materials about risks associated with these hazards.
- Suppliers shall identify and assess potential emergency situations and minimize their impact by implementing emergency plans and response procedures.
- Suppliers must have procedures and systems to prevent, monitor, manage and report occupational injury and illness, including provisions to encourage worker reporting.
- Suppliers should have policies and procedures for incident and accident management.

SUPPLY CHAIN PARTNER RESPONSIBILITIES



ETHICS

Trend Technologies expects suppliers to uphold high standards of ethics and to ensure strong governance practices are complied with.

- Suppliers must comply with local and national laws for anti-corruption, anti-bribery, money laundering, embezzlement, extortion or fraud in any form.
- Suppliers must accurately disclose information regarding business operations in accordance with applicable regulations and common industry practices.
- Suppliers must comply with privacy and information security laws and regulatory requirements when intellectual property, company and personal data is collected, stored, processed, transmitted and shared.
- Suppliers must uphold the highest standards of fair business and competition. Suppliers must avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to anti-competitive business practices.
- Suppliers must apply due diligence on the materials sourced from their supply chain, to include policies and procedures to identify applicable risks and take appropriate steps as necessary to mitigate them. Suppliers are expected to ensure that all materials and products are in compliance with Conflict Mineral requirements.
- Suppliers should provide a clearly communicated grievance mechanism for their personnel to raise any concerns without fear of retaliation.



ENVIRONMENT

Trend Technologies expects that all suppliers recognize and understand the environmental impacts of their operations, and minimize adverse effects on the community, environment and natural resources.

- Suppliers must follow applicable local, national and international environmental laws.
- Suppliers are encouraged to track, document and publicly report Scope 1 and 2 greenhouse gas emissions where applicable. Suppliers should continuously seek to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.
- Suppliers must implement a system for waste management and reduction.
- Suppliers must ensure compliance with chemical management and material restriction requirements.
- Suppliers shall endeavor to reduce energy and water consumption and should seek opportunities to conserve water and control channels of contamination.



MANAGEMENT SYSTEMS

Suppliers must establish systems to manage the requirements of this code of conduct, including the identification of company representatives responsible for the development and implementation of the management system, and the periodic review of compliance to the code of conduct.

Suppliers must have a business continuity plan in place for identification, assessment and mitigation of the potential risks.