

# Supplier Code of Conduct

## I. Introduction

Welcome to the Supplier Code of Conduct for AiTHER SYSTEMS. This document outlines the principles and standards we expect all our suppliers to adhere to while conducting business related to AiTHER SYSTEMS. Our commitment to integrity, fairness, and responsibility must be mirrored in the actions and policies of our suppliers to maintain a sustainable and ethical supply chain.

This Code of Conduct aims to ensure that our business operations align with our organizational values and comply with all applicable laws and regulations. Adherence to this Code is mandatory for all suppliers who wish to establish and maintain a business relationship with AiTHER SYSTEMS. Non-compliance may result in a re-evaluation of our partnership and potential termination of contracts.

## II. Compliance with Laws and Regulations

All suppliers must comply fully with all local, national, and international laws applicable to their business operations. This includes, but is not limited to:

- **Labor laws and regulations:** Ensuring fair treatment of workers, appropriate wage laws, and workplace safety.
- **Environmental laws:** Compliance with all environmental regulations regarding waste disposal, emissions, and natural resource conservation.
- **Anti-corruption laws:** Prohibiting bribes, kickbacks, or any other form of unethical monetary practices.

Suppliers must also maintain adequate records to demonstrate compliance with these laws and must furnish these records upon request by AiTHER SYSTEMS.

## III. Ethical Practices

Ethical behavior is the cornerstone of a successful business relationship. Suppliers are expected to demonstrate a commitment to ethical operations in their business dealings, specifically:

- **Integrity and Honesty:** Conducting business transparently and honestly, ensuring that all transactions are accurately reflected in business records.
- **Conflict of Interest:** Avoiding any actions that could conflict with the interests of AiTHER SYSTEMS or compromise the ability to make impartial decisions.
- **Gifts and Hospitality:** Limiting gifts and hospitality exchanged to those that are reasonable, modest, and consistent with customary business practices.

## IV. Labor Practices

We expect our suppliers to uphold the highest standards of human rights and labor practices, including:

- **Child Labor and Forced Labor:** Prohibiting the use of child labor or forced labor in any stage of product manufacturing or service delivery.
- **Non-Discrimination:** Providing a workplace free from discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status.

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- **Health and Safety:** Ensuring a safe and healthy work environment for all employees by implementing necessary safety measures and ongoing training.

## V. Environmental Responsibility

AiTHER SYSTEMS is committed to sustainability and expects its suppliers to share this commitment. Key environmental responsibilities include:

- **Resource Management:** Efficient use of resources such as water, energy, and materials, aiming to minimize environmental footprint.
- **Waste Management:** Proper disposal of waste and emissions, with a focus on recycling and reusing materials wherever possible.
- **Sustainable Practices:** Integration of environmentally friendly technologies and practices into business operations.
- **Critical Minerals & Anti-Corruption:** Suppliers must exercise responsible sourcing practices for critical minerals, including conducting appropriate due diligence to ensure minerals are obtained in an environmentally sustainable and socially responsible manner. Suppliers shall comply with all applicable anti-corruption and anti-bribery laws, maintain transparent supply chain documentation, and prohibit any form of bribery, facilitation payments, or unethical influence in the extraction, processing, or trade of critical minerals.

## VI. Monitoring and Compliance

To ensure adherence to this Code, AiTHER SYSTEMS will engage in regular audits and assessments of its suppliers:

1. **Audits:** Regular scheduled and unscheduled audits of supplier facilities and operations.

2. **Corrective Action:** Requirement for suppliers to address any discrepancies identified in audits within a specified timeframe.

3. **Reporting Violations:** Suppliers must promptly report any breaches of this Code, including any illegal or unethical behavior encountered in their supply chain, to AiTHER SYSTEMS.

AiTHER SYSTEMS reserves the right to terminate any agreements with suppliers that fail to comply with this Code of Conduct. Continued partnership is contingent upon a supplier's commitment to these principles and their continual improvement efforts in aligning with these standards.

## VII. Agreement

By engaging in a business relationship with AiTHER SYSTEMS, suppliers acknowledge that they have read, understood, and agreed to comply with this Supplier Code of Conduct. Suppliers are encouraged to educate their staff and subcontractors about the principles contained within this document to ensure widespread compliance and adherence.

AiTHER SYSTEMS appreciates the efforts of all suppliers to uphold these ethical standards and looks forward to a fruitful and long-lasting business relationship based on mutual respect and integrity.