



GRAYMONT

Supplier Code of Conduct

Last Updated 2025



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Introduction

At Graymont, we are committed to integrating economic, societal, and environmental sustainability in all our activities. By fostering shared values of ethics, sustainability, and compliance, we aim to build long-term, trust-based partnerships.

We expect our employees and our suppliers to act in accordance with the highest ethical and legal standards.

This Supplier Code of Conduct clarifies Graymont's expectations for all suppliers and their subcontractors globally, aligning with our Graymont Code of Business Conduct & Ethics and supporting policies. We seek partnerships founded on transparency, collaboration, innovation, and excellence.

We encourage our suppliers to adopt a similar approach within their supply management system and to identify, assess, and address risks of non-compliance in their own extended supply chains.

Business Ethics & Legal Compliance

Suppliers must operate ethically and comply with all applicable laws and regulations, including but not limited to:

- **Anti-Corruption, Bribery and Fraud:** Suppliers shall not engage in nor tolerate any form of corruption, bribery, extortion or fraud or any breach of Graymont's Code of Business Conduct & Ethics.
- **Conflicts of Interest:** Suppliers must avoid situations where personal or business interests conflict with their responsibilities to Graymont. Any conflict must be disclosed immediately by the supplier to their Graymont procurement contact.
- **Anti-Money Laundering:** Suppliers must comply with all applicable anti-money laundering laws and regulations, and ensure they do not facilitate money laundering, terrorism financing, or other criminal activity.
- **Fair Competition:** Suppliers must compete fairly in accordance with all applicable competition laws.
- **Legal Compliance:** Suppliers must comply with all applicable laws, regulations and contractual requirements, including those concerning confidentiality, data protection and privacy, intellectual property, international trade and export control compliance, licensing, authorizations and permits.

Human Rights & Labour Standards

Suppliers are expected to respect the fundamental rights of all individuals, including:

- **Human Rights:** Suppliers must respect the fundamental human rights of every employee and contractor, treating all with dignity, fairness, and respect.
- **Child, Forced Labour, and Modern Slavery:** Any form of child labour, forced labour, modern slavery, or human trafficking is strictly prohibited. Suppliers must not employ anyone below the legal minimum working age in the region of operation, nor compel individuals to work against their will.
- **Non-Discrimination and Harassment:** Discrimination, harassment, or unfair employment practices of any kind are unacceptable. Suppliers are expected to champion diversity, equity, and inclusion in all aspects of their business.
- **Fair Employment Practices:** Suppliers must comply with applicable laws on wages, working hours, and employment conditions.
- **Freedom of Association:** Suppliers must recognize employees' rights to freely associate, organize, and bargain collectively—or to refrain from doing so—without fear of reprisal.
- **Grievance Mechanisms:** Suppliers shall maintain accessible and confidential grievance channels for employees and stakeholders, ensuring protection against retaliation.
- **Community and Indigenous Rights:** Suppliers are expected to engage respectfully with local communities and Indigenous peoples, recognizing their rights, traditions, and contributions.

Health and Safety

Suppliers must provide safe and healthy workplaces and continually improve health and safety practices. This includes:

- Demonstrating strong organizational commitment to responsible health and safety practices.
- Actively working to eliminate workplace injuries and illnesses by continually improving processes, equipment, and systems.
- Ensuring compliance through regular audits, reviews, and transparent reporting.
- Promoting open communication on safety matters and acting promptly to address issues.
- When visiting or working at Graymont locations, abiding by and complying with applicable laws, regulations and Graymont health and safety standards, completing site induction training, and reporting any safety concerns through the appropriate Graymont channels.
- Fostering a culture of psychological safety, respectful behavior, and support for mental health and overall well-being in the workplace.

Environmental Protection

We expect all suppliers in their operations, products and services to minimize the impact on the environment.

This includes but is not limited to the following:

- Managing, measuring, minimizing and reducing the environmental impact of their operations, including transportation, in the areas of emissions, waste, energy and water consumption.
- Complying with all applicable laws and regulations or, in their absence, international standards.

Suppliers are encouraged to pursue and adopt practices that promote the responsible and sustainable utilization of renewable resources throughout their operations and supply networks.

Supply Chain Risk Management

Suppliers should also effectively manage their operations through documented business continuity and disaster recovery plans to minimize the impact of operational disruptions.

Implementation, Inspections and Corrective Actions

Suppliers are encouraged to establish processes ensuring compliance with this Supplier Code of Conduct. Graymont reserves the right to request information, data, and to audit suppliers, their operations, and facilities with reasonable notice.

Where compliance challenges exist, suppliers must inform their Graymont procurement contact and collaborate on a remediation plan.

Graymont reserves the right to suspend or terminate business with suppliers who are not actively working toward effective solutions and fail to comply with this Supplier Code of Conduct.

Further Information

For further information on this Supplier Code of Conduct, see the Graymont website www.graymont.com. Alternatively, suppliers can obtain further information from their Graymont procurement contact.