

Supplier code of conduct

Purpose

The Supplier Code of Conduct outlines the standards and expectations that Tetra Corp places on its suppliers. It ensures that all suppliers uphold ethical, legal, and professional standards in line with Western Australian and Australian regulations. By partnering with Tetra Corp, suppliers agree to adhere to this code, promoting integrity, fairness, and sustainability throughout the supply chain.

1. **Compliance with Laws and Regulations** All suppliers must comply with the laws and regulations applicable in Australia, including but not limited to labour laws, environmental laws, and health and safety regulations.

- Ensuring all products and services meet relevant industry standards.
- Respecting intellectual property rights and adhering to applicable trade laws.

2. **Labor Practices** Suppliers must respect the rights and dignity of their employees. This includes:

- Adherence to fair wages, working hours, and conditions in accordance with Australian labour laws.
- Ensuring no forced labour, child labour, or other forms of exploitation are used.
- Providing a safe and healthy work environment.

3. **Environmental Responsibility** Suppliers are expected to minimize their environmental impact by adopting sustainable practices. This includes:

- Reducing waste, emissions, and resource consumption.
- Complying with environmental regulations and standards.
- Promoting the use of eco-friendly products and materials.

4. **Business Integrity and Ethical Conduct** Tetra Corp requires suppliers to conduct business with the highest standards of integrity. This includes:

- Prohibiting all forms of bribery, corruption, and unethical practices.
- Avoiding conflicts of interest and ensuring transparency in all dealings.
- Protecting the confidentiality of any proprietary information shared by Tetra Corp.

5. **Quality and Safety** Suppliers must ensure that all products and services meet the quality and safety standards required by Tetra Corp. This includes:

- Maintaining accurate records and providing documentation upon request.
- Ensuring that all products are free from defects and safe for use.
- Implementing quality control processes to monitor and improve performance.



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6. Respect for Human Rights Suppliers are expected to uphold human rights in their operations and supply chains. This includes:

- Preventing discrimination, harassment, and abuse in the workplace.
- Supporting diversity, equity, and inclusion.
- Promoting equal opportunities for all employees.

7. Monitoring and Compliance Tetra Corp reserves the right to assess suppliers' compliance with this code. This may include audits, inspections, and regular reporting. Suppliers are expected to:

- Cooperate fully with any assessments conducted by Tetra Corp.
- Implement corrective actions promptly if any violations are identified.

8. Consequences of Non-Compliance with this Supplier Code of Conduct may result in the termination of the business relationship with Tetra Corp. Suppliers found to be in breach of this code will be given an opportunity to rectify the issue, but persistent or severe violations may lead to immediate cessation of contracts.

Acknowledgment

By engaging in business with Tetra Corp, the supplier acknowledges and agrees to comply with the requirements of this Supplier Code of Conduct.