

Supplier Code of Conduct

Doing business the right way, safely and ethically, is fundamental to the way we do business. It is the top priority for Morgan. We behave ethically in our interactions with our suppliers, seeking to build long term relationships with trust at the centre. We seek to ensure our suppliers operate in a responsible way. This Morgan Supplier Code of Conduct defines the minimum standards that must be met by our suppliers, vendors, subcontractors and contract manufacturers (“Suppliers”).

Treating people fairly. Suppliers must:

- Not use forced or involuntary labour of any kind, such as prison labour, slave labour, debt bondage, indentured labour, or human trafficking. Suppliers will conduct business screening to proactively identify and address any risks of forced/child labor within their supply chain.
- Not use child labour in any form. In accordance with the conventions of the International Labour Organisation (ILO) we will not employ anyone below the age of 15, even if permitted by local law. Government-authorized job training or apprenticeship programmes that clearly benefit participants are the only exception. Suppliers will conduct business screening to proactively identify the absence of child labor within their supply chain.
- Employ, promote, and compensate workers solely on the basis of personal merit and contribution and not to permit discrimination against any person;
- Respect the personal dignity, privacy, and rights of every individual and not tolerate any unacceptable treatment, bullying or harassment;
- Follow all applicable laws for conditions of employment, including maximum hours & overtime and minimum wage & benefits;
- Have a reasonable grievance process for their employees to raise good-faith concerns about violations of this Code – or their own code, if acceptable – and of law, without fear of retaliation.
- Respect their employee's freedom of association and all other workplace rights.

Health and safety is fundamental. Suppliers must:

- Comply with all relevant health & safety legislation, regulations and other applicable legal requirements as a minimum standard;
- Demonstrate a structured & auditable health and safety management system is in place, with appropriate policies & objectives.
- Conform to regulatory requirements that apply through the supply chain (such as REACH and RoHS in the applicable countries, California Proposition 65 regulations and similar laws to register the manufacture and import of substances, notify the presence of substances of heightened concern in products or restrict usage of substances).
- Provide a safe and healthy workplace with adequate controls to prevent accidents and injury to its workers by:

- Providing training and personal protective equipment to employees. Monitoring and controlling risks to employees undertaking hazardous tasks.
- Respecting workers rights to stop tasks if their health, safety or well-being are compromised.
- Equipping production and associated equipment with operational safety devices
- Identifying, evaluating and controlling worker exposure to harmful substances
- Providing understandable information on all materials, usually in a safety data sheet (SDS).
- Assessing the work environment for health and safety hazards. Eliminate, controls or otherwise mitigate any identified risks, including substances of high / very high concern.

Protecting the environment we live in. Suppliers must:

- Comply with all applicable laws and international standards regarding environmental protection, such as those related to air emissions, solid and waste water disposal, and proper use and disposal of solid and hazardous waste substances;
- Strive to minimise their negative impact on the environment and climate and to protect the natural resources we all depend on through reduced energy consumption, the conservation of natural resources from land and water, minimizing pollution, and making continuous improvements in environmental protection;
- Have a written, embedded and auditable environmental management policy and objectives.
- Develop a net zero strategy and associated GHG emission targets
- Minimise the environmental impacts of the entire lifecycle of products supplied to Morgan.
- Ensure all wood is sourced from sustainable forests and carries an internally recognised woodmark.
- Ensure all palm oil comes from sustainable forests and is Roundtable on Sustainable Palm Oil (RSPO) certified or equivalent.
- Share information with Morgan we can use to calculate transportation carbon emissions on request.
- Share information with Morgan about the carbon footprints for the products that we buy
- Ensure all applicable products have Safety Data Sheets (SDSs) accessible to workers and all on site materials have clear labels.
- Review all internationally recognised restricted substances lists frequently. Promptly inform Morgan of any substances in supplier material that are or may become prohibited or declarable.
- Provide appropriate information relating to Environment Social and Governance topics as requested by Morgan Advanced Materials

Prohibition of corruption and bribery. Suppliers must:

- Not engage, directly or indirectly, in any form of corruption or bribery;
- Not grant, offer or promise anything of value to a government official or a counterparty in the private sector to influence an official action or obtain an improper advantage;

Proprietary information. Suppliers must:

- Respect the intellectual property rights of Morgan and others;
- Protect the confidential information entrusted to them by Morgan and others;

Conflict Minerals & Product Compliance. Suppliers must:

- Make all reasonable efforts to avoid the use of raw materials that, directly or indirectly, finance armed groups who violate human rights;
- Comply with all disclosures required under applicable law regarding the use of conflict minerals;
- Provide appropriate information relating to product compliance as requested by Morgan Advanced Materials.

Supply Chain. Suppliers must:

- Make all reasonable efforts to ensure that all participants in their supply chains comply with this Morgan Supplier Code of Conduct.
- Source materials in an ethical and environmentally sustainable manner.
- Perform and monitor appropriate due diligence on their own suppliers ensuring adherence to the policies outlined in this Morgan code.

Any failure to meet the standards of this Morgan Supplier Code of Conduct by a Supplier or a member of the Supplier's supply chain may result in immediate termination of the Supplier's relationship with Morgan. Any such misconduct or for general inquiries on this Code, contact Morgan Ethics & Compliance at Group.Compliance@morganplc.com. Online reporting is also available through Morgan's Speak Up Program: <https://morgan.integrityline.org/>