
SUPPLIER CODE OF CONDUCT

PURPOSE AND SCOPE

Pyrotek Incorporated ("Pyrotek") has operated with high ethical business standards for over 63 years. To preserve the trust placed in us by our customers, we count on our network of suppliers and business partners across the globe to commit to and uphold our high standards of integrity and operating principals.

This Supplier Code of Conduct, as amended from time to time ("Supplier Code"), embodies a framework outlining the standards of integrity for which we strive throughout our business and supply chain. We encourage and expect our suppliers and business parties to adopt and uphold policies and ethical business practices consistent with the principles and requirements described in this Supplier Code.

The term "Suppliers," as used herein, refers to any third party that provides goods or services to Pyrotek and its affiliates. Sub-contractors of Suppliers are also expected to adhere to this Supplier Code.

BUSINESS ETHICS AND ANTI-CORRUPTION

COMPLIANCE WITH LAW

Suppliers are required to operate in full compliance with all applicable laws and regulations of the countries in which they operate.

ANTI-CORRUPTION/ANTI-BRIBERY

Pyrotek expects its Suppliers to comply with the anti-corruption laws, directives and regulations that govern operations in the countries in which they do business. Suppliers must not bribe, make, or offer to make any improper payments of money or anything of value to government officials, political parties, candidates for public office, or other persons in violation of the law. This includes a prohibition on facilitating payments intended to expedite or secure performance of a routine governmental action like obtaining a visa or customs clearance, even in locations where such activity may not violate local law. Personal safety payments are permitted where there is an imminent threat to health or safety. Suppliers are further expected to exert reasonable due diligence to prevent and detect corruption in all business arrangements, including partnerships, joint ventures, offset agreements, and the hiring of intermediaries such as agents or consultants.

IMPROPER ACTIONS

Pyrotek expects Suppliers to avoid actions that may influence, or appear to influence, Pyrotek's purchasing decisions. For example, such actions may include: gifts or entertainment of excessive value and/or without business purpose, or offers of cash, cash equivalent, loans, or employment to Pyrotek's employees or to their relatives.

CONFLICTS OF INTEREST

Suppliers are expected to avoid all conflicts of interest or circumstances giving the appearance of a potential conflict of interest. Such circumstances may be a business or personal interest in the subject matter - economical or otherwise - directly or through someone closely related.

BUSINESS PRACTICES

PRIVACY AND INFORMATION SECURITY

Suppliers are expected to respect Pyrotek's information and requirements for confidentiality. Pyrotek expects all suppliers to have stringent information technology controls in place to manage all information exchanged, and to provide immediate notification of any suspected security breaches which could potentially expose Pyrotek to risk or loss of information. Without express written authorization from Pyrotek, information exchanged between Pyrotek and Suppliers should not be used for any purpose (e.g. advertisement, publicity, and the like) other than the business purpose for which it was provided.

BUSINESS CONTINUITY/CONTINGENCY PLANNING

Pyrotek expects all Suppliers to have reasonable contingency and disaster plans in place to enable continuation, or expedited resumption, of supplies and/or services to avoid risk of business interruption to Pyrotek.

LABOR AND HUMAN RIGHTS

ETHICAL LABOR PRACTICES

Pyrotek does not tolerate any form of abusive or illegal labor in our supply chain such as child labor, forced labor or human trafficking. Pyrotek expects all Suppliers to prevent child and forced labor in their operations and supply chains. This includes all services or work performed by a child as that term is defined by the International Labor Organization (ILO) or any work performed under the threat of punishment or duress. All work performed in the Supplier's business activities must be voluntary. For additional information regarding Pyrotek's commitment to ethical labor practices, please refer to Pyrotek's [Human Rights](#) and [Child and Forced Labor](#) Policies.

EQUAL OPPORTUNITIES

Pyrotek expects Suppliers to provide equality of opportunity and treatment to all employees. Suppliers should not discriminate in hiring and employment practices on grounds of race, color, religion, gender, sexual orientation, gender identity, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status. It is Pyrotek's policy to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their veteran status or disability. Pursuant to 41 CFR §§ 60-300.44(f)(1)(ii) and 741.44(f)(1)(ii), we hereby notify you of our company policy related to our affirmative action efforts and request appropriate action on your part.

WAGES AND BENEFITS

Pyrotek expects Supplier to pay workers at least the minimum compensation required by local law and provide all legally mandated benefits.

WHISTLEBLOWER PROTECTION

Suppliers are expected to provide their employees with avenues for raising legal or ethical issues or concerns without fear of retaliation. Suppliers are also expected to take action to prevent, detect, and correct any retaliatory actions.

ENVIRONMENT, HEALTH AND SAFETY

CONCERN FOR THE ENVIRONMENT

Pyrotek is committed to minimizing environmental impacts, conserving natural resources and providing effective stewardship of the environment to reduce its carbon footprint. Similarly, Suppliers are expected to undertake their operations with due respect for the environment and a more sustainable future. Suppliers are expected to comply with relevant environmental laws and regulations and strive to minimize harmful discharge, emissions and waste production. Wherever possible, Suppliers should proactively assess, prevent and reduce the harmful effects that their actions and activities can have on the environment. For additional information please refer to Pyrotek's [Environmental](#) and [Sustainability](#) Policies.

HEALTHY AND SAFE WORK ENVIRONMENT

Pyrotek expect Suppliers to prioritize and continually strive towards a healthy, safe and injury-free workplace for its employees and workers. Suppliers are expected to have appropriate systems and processes in place to manage and address occupational health and safety issues. Suppliers are also expected to train their employees and raise employees' health and safety awareness for the purpose of preventing accidents and occupational illnesses.

SUSTAINABLE PROCUREMENT

Suppliers are expected to exercise reasonable commercial efforts to cascade the principles contained in this Supplier Code to their own suppliers and to implement a continuous improvement and compliance regime. For additional information regarding Pyrotek's commitment to sustainable procurement, please refer to [Pyrotek's Procurement Policy](#).

CONFIRMATION AND COMPLIANCE

Pyrotek expects all Suppliers to comply with this Supplier Code and reserves the right to evaluate compliance through self-assessment surveys and review of applicable documents and policies. If any violation of this Supplier Code is identified, the relevant Supplier may, at Pyrotek's discretion, be given time to remedy the problem. If the problem is not addressed in an effective way and within a clear timeframe that is acceptable to Pyrotek, then Pyrotek reserves the right to terminate the relevant business relationship with the violating Supplier.