



Performance Materials

ALTA Performance Materials Supplier Code of Conduct

Reference	CoC	Version	V1.0	Date Issued	Jan 2026
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ALTA Performance Materials Supplier Code of Conduct

This Supplier Code of Conduct (“Code”) sets out the minimum standards expected of all ALTA suppliers and their sub-suppliers. It is guided by internationally recognised frameworks, including the 10 Principles of the UN Global Compact, the UN Guiding Principles on Business & Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and the Responsible Care® Global Charter. While ALTA may not be a formal signatory to all of these initiatives, we align our expectations and business conduct with their underlying principles, alongside all relevant global and local laws.

Scope and Application

This Code applies to all supplier entities (parent companies, subsidiaries, joint ventures under supplier control) and all subcontractors and sub-suppliers involved in products or services delivered to ALTA. Suppliers must cascade equivalent requirements to their own suppliers and inform ALTA without delay if they cannot meet any requirement set out in this Code.

Management Systems

Suppliers must maintain policies, processes, and controls that support compliance with this Code, including systems to identify and manage ESG risks, monitor performance, and address non-compliance. Suppliers must provide a channel through which employees and stakeholders can report concerns confidentially and without fear of retaliation.

Environment, Social and Governance (ESG)

ALTA expects its suppliers to commit to the ESG standards defined in this Code. These expectations represent minimum requirements that promote responsible operations, safe working conditions, environmental stewardship, and ethical business conduct throughout the supply chain.

1. Environment

Suppliers must:

- Comply with all applicable environmental legislation and permits.
- Operate in a way that prevents harm to the environment, including responsible management of air emissions, wastewater and waste.
- Promote the safe handling of chemicals and protect employees, communities, and the environment from hazards inherent in their products and processes.
- Use resources efficiently and promote recycling or circular solutions where feasible.
- Seek continuous improvement in the environmental performance of their technologies, processes and products.
- Ensure the safe and compliant transportation of materials in line with applicable laws and standards (e.g. ADR, IMDG, IATA, DOT or equivalent national frameworks) and maintain appropriate permits, documentation, and controls.

2. Social

Suppliers must:

- Support and respect internationally recognised human rights.
- Avoid all forms of human trafficking, forced labour, compulsory labour, modern slavery, child labour, or any other type of involuntary or unlawful labour.
- Treat workers with dignity and respect, prohibiting discrimination, harassment, and abusive practices.
- Provide a safe and healthy workplace and ensure appropriate training, protective equipment, and emergency procedures.
- Comply with all applicable laws governing minimum wages, working hours, and employment conditions.
- Respect freedom of association and the right to collective bargaining in accordance with applicable laws.
- Ensure responsible sourcing of materials, including avoiding the sourcing of conflict minerals that directly or indirectly finance armed groups, in line with applicable conflict-minerals regulations. This includes the Democratic Republic of Congo (and adjoining countries) and the Xinjiang Uyghur Autonomous Region (XUAR).

3. Governance

Suppliers must:

- Conduct business in accordance with all applicable national and international laws.
- Comply with applicable competition and antitrust laws and avoid anti-competitive behaviour.
- Demonstrate integrity and ethical conduct in all business dealings.
- Identify and disclose any actual or potential conflicts of interest involving ALTA employees and representatives.
- Prohibit bribery, corruption, extortion, and money laundering.
- Avoid offering excessive gifts or hospitality that could influence business decisions.
- Protect confidential information, respect intellectual property rights, and comply with privacy and data-protection requirements.
- Maintain accurate, complete, and transparent business records relating to activities performed for or with ALTA.
- Notify ALTA immediately of any regulatory changes, safety issues, or product hazards that may affect the materials or services provided.
- Comply with international trade regulations, including export controls, embargoes, and sanctions.

ALTA's Life Saving Rules

ALTA's Life Saving Rules are essential safety protocols designed to prevent accidents and ensure a safe working environment. ALTA expects all suppliers, contractors, and their employees to comply with these rules when working on ALTA sites. The Rules can be found on the last page of this document.

Assessments and Audits

ALTA may assess or verify supplier compliance with this Code, including through questionnaires, documentation requests, or site visits. Suppliers are expected to cooperate fully and provide relevant information upon request.

Supplier Commitment

By entering into or continuing a business relationship with ALTA, suppliers are deemed to have acknowledged and agreed to comply with this Code, and will ensure that their own suppliers and subcontractors meet these requirements. Failure to comply with this Code may result in corrective-action requirements and, where appropriate, suspension or termination of the business relationship

Supplier Acknowledgement and Signature

A signed copy of this Code must be returned to ALTA upon request or as part of the supplier onboarding process.

The undersigned confirms that they are authorised to sign on behalf of the Supplier and hereby acknowledges, understands, and agrees to comply with the ALTA Performance Materials Supplier Code of Conduct (“Code”).

Supplier Name:

Name of Authorised Representative:

Title:

ALTA Life Saving Rules
Performance Materials

-  **No consuming or being under the influence of drugs or alcohol on our sites**
-  **No smoking outside the marked smoking area (including vaping & e-cigarettes)**
-  **Only work at height with proper fall protection**
-  **No work on live equipment /machines to start without authorization**
-  **Safety critical devices / interlocks must not be disabled without authorization**
-  **No entry into a confined space without authorization and gas test**
-  **Lifting – No unauthorized person to enter the danger zone where items can fall**

CULTURE OF PREVENTION – Safety First, NO EXCUSES

