



TAILORED SOLUTIONS.  
TRUSTED SERVICE.  
TOUGHEST APPLICATIONS.

# XMEK Supplier Code of Conduct

## Introduction

XMEK is committed to conducting business with integrity and social responsibility. We believe strong supplier partnerships are essential to achieving our mission of supplying the right solution at the right time at the right price to our valuable customer partners. This Supplier Code of Conduct outlines the standards we expect from our suppliers to ensure a sustainable and ethical supply chain that reflects our core values. By adhering to this code, our suppliers contribute to XMEK's success and our shared commitment to a positive impact on the world.

## Core Values

XMEK operates guided by six core values:

- **Driven:** We source from partners who share our relentless pursuit of excellence.
- **Respectful:** We expect our suppliers to treat their workforce with dignity, fostering a safe and inclusive work environment, mirroring our own values.
- **Unbiased Solutions:** We believe in fair and ethical sourcing practices, aligning with our commitment to unbiased solutions.
- **Customer-Centric:** Our suppliers' commitment to quality and service aligns with our dedication to exceeding customer expectations.
- **Knowledgeable:** We partner with knowledgeable suppliers who continuously improve their practices, much like XMEK's commitment to continuous learning.
- **YES WE CAN Attitude:** We value suppliers who embrace challenges with a positive and can-do spirit, reflecting our YES WE CAN attitude.

## Supplier Expectations

XMEK expects its suppliers to uphold the following principles:

- **Business Ethics:** Conduct business with honesty, integrity, and transparency. Comply with all applicable laws and regulations in the countries where you operate.
- **Anti-Bribery and Corruption:** XMEK has a zero-tolerance policy for bribery and corruption. This includes offering, promising, giving, requesting, seeking, or accepting anything of value, directly or indirectly, to influence a business decision. Suppliers must comply with all applicable anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act and similar legislation in other countries. (**Unbiased Solutions**)
- **Labor Practices:** Uphold fair and ethical labor practices that respect worker rights and dignity. This includes prohibiting child labor, forced labor, and discrimination. Provide a safe and healthy work environment for all employees, respecting their right to fair wages, reasonable working hours, and freedom of association. (**Respectful Value**)



- **Environmental Responsibility:** Conduct business in an environmentally responsible manner. This includes minimizing waste, conserving resources, and complying with environmental regulations.
- **Conflict Minerals:** Source materials responsibly and avoid the use of conflict minerals that contribute to human rights abuses.
- **Intellectual Property:** Respect the intellectual property rights of XMEK and others.
- **Data Security:** Implement appropriate measures to protect the confidentiality and security of XMEK's data.

## Compliance and Monitoring

XMEK reserves the right to conduct audits and assessments to monitor supplier compliance with this code. We encourage open communication and will work collaboratively with suppliers to address any identified concerns. Failure to comply with this code may result in corrective action, including termination of the business relationship.

## Continuous Improvement

XMEK is committed to continuous improvement in our supply chain practices. We encourage our suppliers to share their best practices and work collaboratively with us to achieve our shared goals. Together, we can build a stronger, more sustainable future.

**XMEK: Building a better future, together.**

Should you have any questions, concerns, or need more information on this policy please contact myself at [Bradley.daggett@XMEK.com](mailto:Bradley.daggett@XMEK.com)

Respectfully,



**Brad Daggett**  
**Director, Supply Chain**  
**XMEK, Inc.**

