



SUPPLIER CODE OF CONDUCT

IP Corporation and its subsidiaries are committed to conducting business in an ethical and responsible manner. We believe that strong relationships with our suppliers are crucial to achieving our goals and maintaining our reputation. This Supplier Code of Conduct sets out the standards and expectations we have set for ourselves and for our suppliers in relation to various aspects of business operations. IP Corporation is committed to full compliance with all laws and regulations applicable to the conduct of its business and expects the utmost cooperation and dedication to such efforts from its suppliers.

Compliance with Laws and Regulations

Suppliers must comply with all applicable laws and regulations governing their business activities, including those related to labor, health, safety, environment, and anti-corruption. They must also ensure that their employees, agents, and subcontractors adhere to these legal requirements.

Ethical Business Practices

Suppliers must uphold the highest standards of integrity, honesty, and ethical behavior in their dealings with our company, employees, and stakeholders. They must not engage in any form of bribery, corruption, or unethical practices. Suppliers will not take part in any bribery or corrupt behavior or activity or allow others to do so on behalf of IP Corporation or its subsidiaries. Suppliers will ensure compliance with applicable export controls and trade sanction laws, including but not limited to US, EU, and UK laws in connection with any products or services supplied to IP Corporation or its subsidiaries.

Labor and Human Rights

IP Corporation and its subsidiaries respect the fundamental rights of their employees, including the right to fair wages, safe working conditions, freedom of association, and non-discrimination, and suppliers must support the same. Suppliers must comply with all applicable labor laws and regulations and ensure that their employees are treated with dignity and respect.

IP Corporation and its subsidiaries do not tolerate violations of an individual's basic human rights that modern slavery and human trafficking represents. Suppliers shall not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise. Suppliers will ensure that their hiring practices are in compliance with all applicable child labor laws, including but not limited to the Modern Slavery Act and International Labor Organization Conventions for minimum wage and child labor.

Health and Safety

Suppliers must provide a safe and healthy working environment for their employees, ensuring compliance with all relevant occupational health and safety regulations. Suppliers should adopt a management system such as ISO's management system standards to help align to industry best



practices. Suppliers must identify and mitigate any potential hazards, provide proper training and personal protective equipment, and promote a culture of safety.

Environment

IP Corporation and its subsidiaries expect suppliers to make efforts to minimize their impact on the environment by complying with all environmental laws and regulations. They should strive to reduce waste, conserve resources, and minimize pollution through efficient operations and responsible waste management practices. For example, chemicals and other substances that pose a hazard to the environment must be identified and managed by suppliers to ensure safe handling, use, storage, and disposal. And suppliers must manage their effluent (air emissions, waste, water, etc.) in compliance with the law.

Quality and Product Safety

Suppliers must deliver products and services that meet the quality requirements and safety standards set by our company. They should have effective quality control processes in place and promptly address any product safety concerns raised by our company or customers. Suppliers must implement management systems and processes to ensure that product quality and safety requirements are met.

Confidentiality and Intellectual Property Rights

Suppliers must respect the confidentiality of IP Corporation and its subsidiaries' information, as well as any intellectual property rights. They should take measures to safeguard sensitive information, refrain from unauthorized use or disclosure, and protect any intellectual property rights held by our company.

Subcontractors and Suppliers' Suppliers

Suppliers must ensure that any subcontractors or suppliers they engage also adhere to the principles outlined in this Supplier Code of Conduct. They should exercise due diligence in selecting and monitoring their subcontractors and suppliers to ensure compliance with these standards.

Reporting and Compliance

Suppliers must establish appropriate mechanisms for reporting any potential violations of this Supplier Code of Conduct or any other concerns. They should promptly investigate such reports and take appropriate corrective actions if necessary. Suppliers should also cooperate with our company's audits and assessments to verify compliance with this Code of Conduct.

Please contact compliance@ip-corporation.com

