



## SUPPLIER CODE OF CONDUCT

### (ENVIRONMENTAL, SOCIAL AND GOVERNANCE PRACTICES)

**Intra** and each of its subsidiaries is committed to ethical business practices, and we hold our **Suppliers** (defined below) to the same high standards. It is Intra's policy to comply with all applicable laws and regulations of the countries and regions in which we operate and to conduct our business activities in an honest and ethical manner. Intra expects all of its **Suppliers** to respect and comply with this **Supplier** Code of Conduct when conducting business. The expectations outlined in this Code do not replace specific requirements found in our contracts with **Suppliers**. Rather, this Code is intended to supplement the specific requirements in contracts. If a contractual term is stricter than the terms in this Code, the **Supplier** must meet the stricter contractual requirement.

The Supplier Code of Conduct applies to all of our **suppliers**. For the purposes of this Supplier Code of Conduct, "**suppliers**" refers to suppliers, subcontractors, agents, consultants, and their respective affiliates who provide goods and/or services for Intra.

#### Health and Safety

**Suppliers** must provide employees with a safe and healthy work environment that complies with industry, local, national, and international law and regulations. **Suppliers** must take proactive measures to prevent workplace hazards, including hazards of the physical structure of buildings and facilities. **Suppliers** must appoint a senior management representative to be responsible for ensuring a safe and healthy workplace environment. Employees must receive regular and recorded health and safety training and such training will be repeated for new or reassigned employees.

#### Human Rights and Labor Practices

**Intra** expects its own managers and employees, and its **Suppliers** to share its commitment to promoting and respecting human rights and equal opportunity in the workplace. All **Suppliers** are expected to conduct their employment practices in full compliance with all applicable laws and regulations and must, without limitation, take attention to:

- *Child Labor*: Child labor is work that is mentally, physically, socially, or morally dangerous and harmful to children, and/or interferes with their schooling. Work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development, as defined by the International Labor Organization, is inconsistent with Intra's values and not allowed under this Code. **Suppliers** shall employ and use only employees who meet the legal minimum age for employment.
- *Forced Labor and Modern Slavery*: **Suppliers** must ensure that they do not participate in, or benefit from, any form of forced labor (including bonded labor, debt bondage, forced prison labor, slavery, servitude, or human trafficking). **Supplier's** goods, materials, and components thereof shall not be procured, manufactured, processed, or mined using forced labor (including bonded labor, debt bondage, forced prison labor, slavery, servitude, or human trafficking). **Suppliers** will refrain from retaining the identity cards, travel documents, and other important personal papers of their employees. **Suppliers** will provide full disclosures under applicable laws and regulations.

# INTRA

- *Harassment and Non-Discrimination:* **Suppliers** are expected to keep their workplaces free of harassment, harsh treatment, violence, intimidation, corporal punishment, mental or physical coercion, verbal abuse, and discrimination. This includes discrimination and harassment based on race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under applicable laws and regulations.
- *Diversity and Inclusion:* **Suppliers** should, when appropriate, encourage a commitment to the diversity of economic inclusion, and where possible, track certified diverse spending.
- *Work Hours and Wages:* **Suppliers** shall comply with the respective national laws and regulations regarding working hours, wages, and benefits. **Suppliers** must compensate all employees with wages, overtime premiums, and benefits that meet or exceed legal standards or collective agreements, whichever are higher. **Suppliers** should provide wages that meet local industry standards.

## Environmental Regulations and Protection

**Intra and its Suppliers** must comply with all applicable environmental laws, regulations, and standards, as well as implement an effective system to identify and eliminate potential hazards to the environment. **Suppliers** should work for continual improvement in their environmental management systems, and continuously improve their environmental performance. **Suppliers** should follow the principles of reducing, reusing, and recycling. Furthermore, **Suppliers** shall strive to reduce their consumption of energy and resources, as well as their waste and emissions.

## Business Ethics and Regulatory Compliance

Intra and all of its **Suppliers** must conduct their business interactions and activities with integrity and must strictly comply with all laws and regulations related to bribery, corruption, money laundering and counterterrorism financing, and prohibited business practices.

- *Global Trade:* **Suppliers** must comply with all applicable laws and regulations governing export, re-export, and import of products.
- *Antitrust:* **Suppliers** must conduct business in accordance with antitrust and fair competition laws.
- *Whistleblower Protections:* **Suppliers** must protect employee whistleblower confidentiality and must create a mechanism for all employees to submit complaints anonymously.
- *Bribery & Facilitation Payments:* Intra strictly prohibits **Suppliers**, and anyone acting on Intra's behalf, from giving or accepting bribes or making facilitation payments.
- *Compliance with Global Anti-Corruption Laws:* **Suppliers** represent and warrant that they and their officers, directors, employees, or agents comply with all applicable Global Anti-Corruption Laws.
- *Conflicts of Interest:* **Suppliers** shall avoid the appearance of actual improprieties or conflicts of interests. **Suppliers** must not cause any conflicts of interest for Intra's employees and must avoid situations where a conflict of interest may occur.
- *Insider Trading:* If a **Supplier** learns of any material non-public information while working with Intra, they must not share that information with others or use it for market trading.
- *Business Continuity:* **Suppliers** shall be prepared for any disruptions of their businesses (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This

# INTRA

preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

## Compliance with this Supplier Code of Conduct

If cases of non-compliance with this Code are found, Intra and its **Suppliers** will develop ways and means to correct the non-compliance. Intra shall have the right to audit **Supplier's** compliance with this Code and **Supplier** shall provide commercially reasonable access to records or facilities where products or services rendered under the applicable contracts or purchase orders are sourced. **Suppliers** must promptly inform Intra when any situation develops that causes **Suppliers** to operate in violation of this Code by sending notice to the following email address [HReithics@Intra-corp.net](mailto:HReithics@Intra-corp.net)

Intra reserves its right to change or supplement the requirements in the Code of Conduct on an as required basis.