

## SUPPLIER AND SUBCONTRACTOR DECLARATION

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Morrow's vision is to be the preferred partner for solutions in the battery industry through living our values. Being a responsible societal actor is of key importance towards this vision. As a tool in this respect, Morrow has prepared this Supplier and Subcontractor Declaration which all potential suppliers and subcontractors are requested to comply with.

#### 1 Compliance with laws and regulations

As a supplier or subcontractor to Morrow we will comply with applicable laws and regulations. We will align our conduct with the Ten Principles of the UN Global Compact and the UN Declaration of Human Rights, and with other international laws and codes of conduct where such are applicable.

#### 2 Minimizing negative environmental impacts

As a supplier or subcontractor to Morrow we will work to minimise negative impacts on the environment, taking into consideration the full life cycle of our products. We will work continuous to improve energy efficiency and minimize harmful discharge, emissions and waste production by means of recycling, re-using or substituting materials. We will comply with national environmental legislation and discharge permits.

#### 3 Compliance in metal and material sourcing

As a supplier to Morrow, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict materials. Therefore, we shall ensure that the goods/materials provided to Morrow are in compliance with requirements covered under the scope of all relevant regulations at the time of delivery. In particular, we will:

- Document to Morrow the origin of all materials and substances contained in our supply
- Report to Morrow any conflict materials as defined in applicable law

We will also inform Morrow accordingly if our knowledge to products or material is updated or corrected after delivery.

As a supplier to Morrow we recognise that the European Union is Morrow's key market, and that the recently proposed EU battery regulation focus on key sustainability issues such as a batteries CO2 footprint, traceability of key

materials used, and recycled content used in its production. We aim to support Morrow actively in meeting these and other relevant future regulatory requirements.

We recognise that there is an increased focus on ensuring acceptable standards and practices are used in the mining of battery materials. As a supplier to Morrow we will seek to improve transparency and the sustainability of mining over time. We will evaluate the implementation of developing standards such as Initiative for Responsible Mining Assurance (IRMA) or equivalent standards, where relevant within our supply chain.

#### 4 Respect of human rights and employment practices

As a supplier or subcontractor to Morrow we will adhere to international human rights law and treat our employees and hired labour equally and fairly. We will not accept use of violence, retaliation, harassment or discrimination based on political view, age, gender, religion or other human right.

As a supplier or subcontractor to Morrow we will comply with local law and agreements regarding working hours. As a supplier or subcontractor to Morrow we will ensure that wages paid to employees and hired labour are considered fair and in compliance with local law and agreements.

#### 5 Supporting the individual labour and children

As a supplier or subcontractor to Morrow we will neither engage or employ people against their own free will, nor will personnel be required to lodge "deposits" or identity papers upon commencing employment. As a supplier or subcontractor to Morrow we will not engage or employ people through any form of forced labour as defined by international labour standards including not employing children below the age of 15 for light work and 18 for hazardous tasks.

#### 6 Freedom of association and right to collective bargaining

As a supplier or subcontractor to Morrow we recognise that our employees are entitled to be union members and to be

represented in collective bargaining agreements. In countries where these rights are restricted, we will provide our employees with opportunities to influence their work situation.

## **7 Adhering to financial compliance and international sanctions**

As a supplier or subcontractor to Morrow we will not, in order to obtain or retain business or other advantages in the conduct of business, offer, promise or give any undue advantages to a public official or a third party to make the official act or refrain from acting in relation to the performance of her/his official duties or to Morrow employees/representatives. This applies regardless of whether the advantage is offered directly or through an intermediary.

As a supplier or subcontractor to Morrow we will also follow international legislation on bribery and corruption, such as the US Foreign Corrupt Practices Act and the UK Bribery Act. We will also comply with sanctions as issued by UN, EU and similar regulatory bodies.

## **8 Showing due care if offering gifts, hospitality or refund of expenses**

As a supplier or subcontractor to Morrow, we are aware that Morrow does not accept any gifts or hospitality from its suppliers, and we will therefore not offer gifts and other favours to Morrow, Morrow's employees, representatives, owners, partners or anyone closely related, except for promotional items of minimal value, normally bearing a company logo.

Hospitality such as social events, meals or entertainment may be offered, provided there is a clear business reason. The costs related to such hospitality must be kept within reasonable limits. Travel, accommodation, and other expenses for the individual representing Morrow, will as a main rule be paid by Morrow, unless participation is agreed to being a service in return from Morrow under the contractual relationship.

Gifts, hospitality, expenses, or other favours shall not be offered or received in connection with contract bidding, evaluation, or award.

## **9 Securing the independent and sound decisions**

As a supplier or subcontractor to Morrow we, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economically or otherwise – directly or through someone closely related. If we become aware of potential conflict of interest, we will notify Morrow without undue delay.

## **10 Selection of business partner, agents, and other intermediaries**

As a supplier or subcontractor to Morrow we will promote that potential business partners, agents and intermediaries adopt the principles set forth in this Supplier and Subcontractor Declaration. We will also promote the implementation of the principles set forth in this Supplier Declaration towards own suppliers

*By signing this document, we confirm that we fulfil the requirements in the Supplier and Subcontractor Declaration. We agree that Morrow may audit our practices in the aforementioned areas to make sure we comply with the requirements. We are aware that where a deviation cannot be improved the business relations may be terminated. The Authorised signature below is from a representative with authority to act on behalf of our company.*

### **Declaration signed by supplier or subcontractor**

Supplier/Subcontractor name \_\_\_\_\_

Address \_\_\_\_\_

Date \_\_\_\_\_

Authorised signature \_\_\_\_\_

Name \_\_\_\_\_

Title \_\_\_\_\_