

SUPPLIER CODE OF CONDUCT

MTI requires its suppliers to adhere to the following Code of Conduct (“CoC”) to conduct business with MTI. MTI reserves the right to amend this CoC without notice, and such amendment shall be effective upon publication. Should you have any questions, contact your MTI purchasing representative.

1. Human Rights

1.1. Supplier shall

- 1.1.1. Not employ children and young people under the legal age specified by law;
- 1.1.2. Provide wages and benefits meeting legal requirements;
- 1.1.3. Not utilize any form of forced work or slavery;
- 1.1.4. Provide for freedom of association and collective bargaining as required by law;
- 1.1.5. Provide a safe and healthy work environment according to law;
- 1.1.6. Not discriminate or harass employees; and
- 1.1.7. Provide equal rights and opportunities to women, minorities, and indigenous peoples.

2. Business Ethics

2.1. Supplier shall

- 2.1.1. Protect any intellectual property associated with MTI;
- 2.1.2. Provide an environment free of retaliation for whistleblowers;
- 2.1.3. Use ethical recruiting practices;
- 2.1.4. Respect land, forest, and water rights in their places of business;
- 2.1.5. Not engage in corruption or money-laundering;
- 2.1.6. Provide for the protection and security of data related to MTI;
- 2.1.7. Maintain accurate records of financial responsibility;
- 2.1.8. Disclose information reasonably requested to verify compliance with laws, regulations, and MTI requirements;
- 2.1.9. Operate in accordance with fair competition and anti-trust laws;
- 2.1.10. Disclose any conflicts of interest to MTI;
- 2.1.11. Not allow MTI products to be a party to any counterfeiting of other entities’ property or design; and
- 2.1.12. Abide by all export controls and economic sanctions.

2.2. Environmental Responsibility

2.2.1. Supplier shall

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- 2.2.1.1. Operate in a manner consistent with environmental conservation and protection to the extent practicable for the line of business the supplier operates in;
- 2.2.1.2. Practice responsible and safe management of chemicals and wastes;
- 2.2.1.3. Immediately notify MTI of any environmental event in which MTI products are involved;
- 2.2.1.4. Abide by statutes, regulations, rules, and best management practices pertaining to air and water emissions; and
- 2.2.1.5. Limit unreasonable use of natural resources such as water and timber.

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