

SUPPLIER PRINCIPLES AND GUIDANCE FOR RESPONSIBLE BUSINESS



ETHIC AND COMPLIANCE UNDERTAKING

Being aware of the impact and importance of its activities, ROXEL applies an ethical approach in the conduct of its activities and extends this to all of its stakeholders.

To this end, ROXEL aims for sound and sustainable management and relies on the ten principles of the Global Compact in the areas of human rights, labour standards, environment and fight against corruption.

ROXEL has a Code of Ethics which is central to our responsible business environment. We encourage our Suppliers to implement and adhere to their own similar written code of conduct. In addition, commensurate on the size and nature of their business, we expect our Suppliers to have management systems in place to support compliance with applicable laws and regulations.

ROXEL expects compliance with these standards by our Suppliers on the understanding that when a national regulation covers the same subject as this Code, it is the most stringent standard that applies. In addition, where the Code is in conflict with the legislation in force, it is the legislation in force that must apply.

SOCIAL RESPONSIBILITY



Workforce

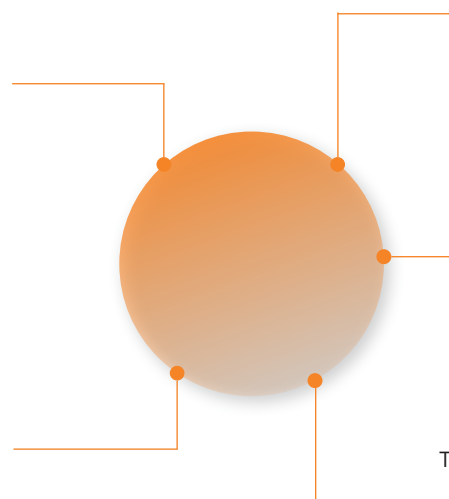
We expect our Suppliers to foster an inclusive work environment where individuals are treated with dignity and respect. To that end, we expect our Suppliers to comply with applicable non-discrimination laws and regulations.

Child labour

We expect our Suppliers to ensure that Child Labour is not used in the performance of the work and use of children under 15 is strictly prohibited.

Freedom of association

The Supplier is expected to recognise the principle of freedom of association and the right to collective bargaining.



Forced or compulsory labour

The use of forced labour by a Supplier, whether obtained under the threat of sanctions, retention of identity documents, any deposit of guarantee by workers, or any other constraint is strictly prohibited.

Discrimination

The Supplier is expected to provide equal access to employment and equal pay without discrimination.

Respect and dignity

The Supplier is expected to treat his employees fairly, ethically, respectfully and with dignity. In particular, the Supplier must protect his employees against harassment and intimidation, including any form of abuse.

Having a code of conduct is an important criterion in the Roxel Supplier selection process and not applying a code of conduct or breach an applicable regulation in force by a Supplier will result in the re-examination and potential termination of the commercial relationship.

ENVIRONMENTAL RESPONSIBILITY



ROXEL expects the protection of the environment to be a priority for our Suppliers in all significant aspects of its business. The Supplier must comply with all applicable laws, regulations and environmental standards. The Supplier will have to be diligent in order to reduce the environmental impact of its activities and adopt a sustainable development approach

Health and safety

ROXEL expects the health and safety of employees to be a priority for the Supplier in all significant aspects of its business. The Supplier must comply with all applicable health and safety laws, regulations and standards.

COMPLIANCE WITH APPLICABLE REGULATIONS

Anti-corruption

We expect the Supplier to comply with all applicable laws and regulations concerning corruption and bribery in all their forms, as well as illegal business practices. The Supplier must never make or authorize an illegal payment to anyone in any circumstances. Roxel applies the principle of zero tolerance to corrupt practices and expects its Supplier to do the same.

Export and import control

The Supplier shall comply with all applicable export & import control regulations, including but not limited to applicable economic sanctions regimes.

Competition

Le Fournisseur s'engage à conduire ses activités, en particulier au nom de Roxel, conformément aux réglementations applicables en matière de concurrence et s'engage à éviter toute activité anti-concurrentielle.

We expect the Supplier to conduct its activities, in particular on behalf of Roxel in accordance with the applicable regulations on competition law and undertakes to avoid any anti-competitive activity.

Conflict of interest

We expect the Supplier to avoid any actual or potential conflict of interest in the conduct of its business, particularly with Roxel. In the event of a real or potential conflict of interest, the Supplier undertakes to inform Roxel.

Counterfeit

We expect the Supplier to develop, produce and maintain the products and services it offers to Roxel free from counterfeiting. The Supplier shall have adequate procedures to detect, inform and quarantine any counterfeit components or sub-assembly. The Supplier undertakes not to resort to counterfeiting.

Confidentiality

We require the Supplier to protect all the sensitive information and in particular the confidential information, relating to individuals or any of Roxel's proprietary information. This information can only be used for the performance of the requirement for which the Supplier is consulted. The Supplier must maintain a computer system to prevent cyber-attacks. In case of violation of its computer system, the Supplier must inform Roxel as soon as possible.

Conflict Minerals

We expect the Supplier to identify, report and take corrective action, if its products contain conflict minerals (tin, tantalum, tungsten, etc.) that are used to finance conflicts in the Democratic Republic of Congo, neighbouring countries, or other conflict-affected or high-risk countries. The Supplier agrees to comply with all local, national or international regulations..

WHISTLEBLOWING PROCESS

In accordance with the standards of the fight against corruption and bribery available on the Roxel website, you have the right to warn:

- > For Roxel and Roxel France
compliance.fr@roxelgroup.com
- > For Roxel (UK Rocket Motors) Limited
uk_compliance@roxelgroup.uk.com