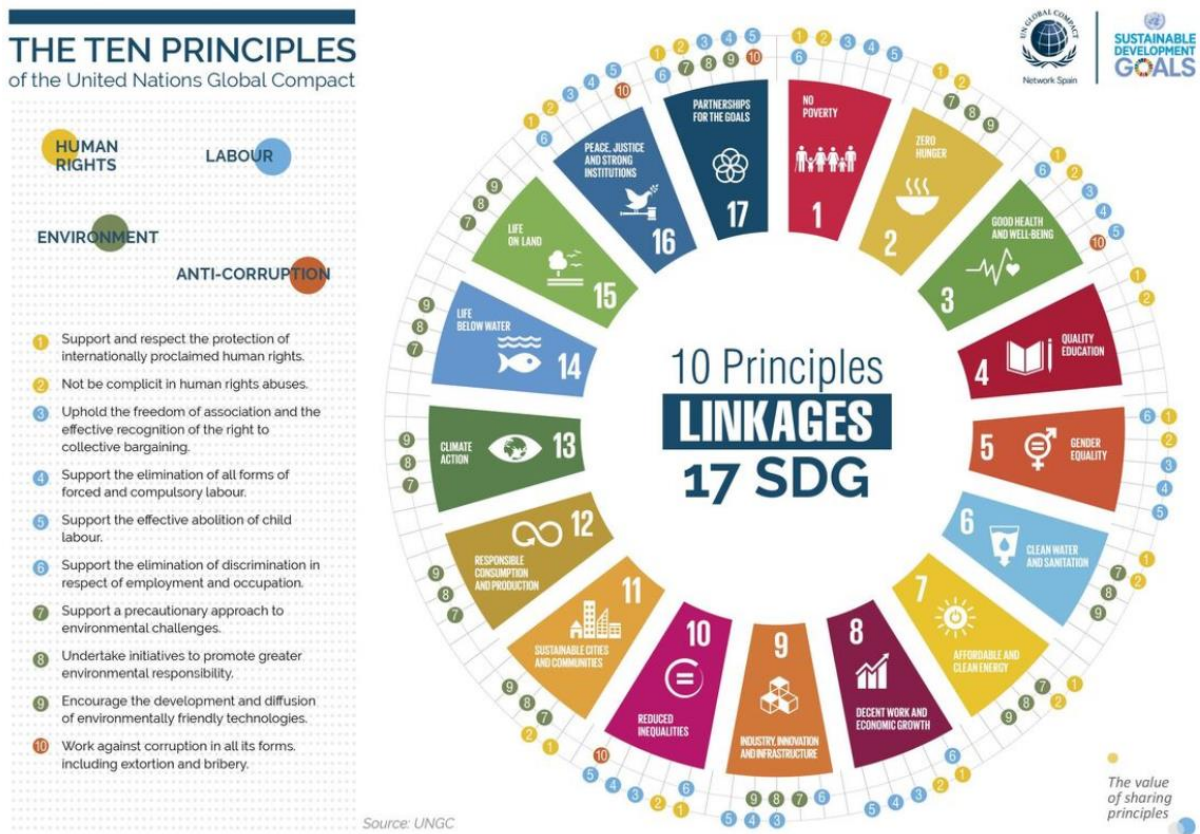


C-MAC Code of Conduct & Ethics Policy

At **C-MAC**, we are committed to upholding the highest ethical standards in all our business practices and interactions. This Code of Conduct serves as a guide for our employees, management, and stakeholders to ensure that we operate in a socially responsible and sustainable manner. We fully support and adhere to the **Ten Principles of the UN Global Compact**, focusing on human rights, labour standards, environmental sustainability, and anti-corruption.



Our Commitment to the Ten Principles of the UN Global Compact:

1. Human Rights

Principle 1: Support and respect the protection of internationally proclaimed human rights.

- We will respect and uphold the fundamental human rights of all individuals, both within our company and in our external relationships, ensuring that we do not engage in or support any activities that violate these rights.

Principle 2: Ensure that we are not complicit in human rights abuses.

- We commit to avoiding complicity in human rights violations, taking appropriate measures to prevent any form of abuse, exploitation, or discrimination in our operations and supply chains.

2. Labour Standards

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

- We respect the rights of employees to freely associate and engage in collective bargaining, ensuring that their voices are heard, and their rights are protected in line with local laws and international labour standards.

Principle 4: Eliminate all forms of forced and compulsory labour.

- We strictly prohibit forced or compulsory labour in all aspects of our operations. We ensure that all employees work voluntarily and with clear agreements about the terms of their employment.

Principle 5: Abolish child labour.

- We prohibit the employment of children under the legal minimum age defined by international standards and local regulations and take proactive measures to prevent child labour in our supply chain.

Principle 6: Eliminate discrimination in respect of employment and occupation.

- We are committed to providing equal opportunities and treatment to all employees, regardless of their race, gender, religion, nationality, or any other characteristic. Discrimination in hiring, promotion, or compensation is not tolerated.

C-MAC is committed to respecting and promoting human rights as part of its broader environmental, social, and governance (ESG) responsibilities, [see link to Human Rights Policy](#). This policy outlines our commitment to uphold human rights throughout our operations, supply chain, and the communities in which we operate.

3. Environment

Principle 7: Support a precautionary approach to environmental challenges.

- We are dedicated to minimizing our environmental footprint and adopting a precautionary approach to any activities that might have a negative impact on the environment. This includes reducing emissions, managing waste responsibly, and conserving natural resources.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

- We strive to enhance sustainability in our operations by investing in clean technologies, supporting eco-friendly practices, and implementing programs that contribute to the preservation of the environment.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

- We foster innovation in green technologies, encourage the use of renewable energy sources, and support the transition to environmentally sustainable processes within our company and with our partners.

C-MAC is committed to integrating sustainability into every aspect of our operations. We recognize the importance of protecting the environment and reducing our environmental impact to contribute to the global goals such as climate change mitigation, biodiversity preservation, and sustainable resource use, [see link to Environmental Policy](#). This policy outlines our approach to meeting **ISO14001** requirements regarding climate change, resource efficiency and environmental management.

4. Anti-Corruption

Principle 10: Work against corruption in all its forms, including extortion and bribery.

- We are committed to conducting business with the highest level of integrity. We do not tolerate bribery, corruption, or unethical practices in any form. Our employees are expected to comply with both local and international anti-corruption laws, and any violations will result in immediate disciplinary action.

C-MAC is committed to acting in accordance with ethical standards in every aspect of our business, [see link to Anti-Corruption Policy](#).

Implementation and Compliance:

- **Leadership Commitment:** The leadership of **C-MAC** is fully committed to enforcing this Code of Conduct and ensuring that it is integrated into our company culture and operations.
- **Training and Awareness:** All employees and contractors will receive training on the principles of this Code and are encouraged to report any violations or concerns to the designated ethics and compliance officers.
- **Monitoring and Auditing:** We will regularly monitor our operations and supply chains to ensure compliance with these principles. Periodic audits and reviews will be conducted to ensure that we are meeting our obligations under this Code.
- **Reporting Violations:** Employees, stakeholders, and third parties are encouraged to report any concerns regarding violations of this Code of Conduct, with appropriate protections in place for whistleblowers.
- **Corrective Actions:** Any breach of this Code will result in immediate corrective actions, including possible termination of employment or business relationships, legal action, or other remedies as deemed appropriate.

Conclusion:

By adhering to the **Ten Principles of the UN Global Compact**, **C-MAC** pledges to operate in a way that respects human rights, promotes fair labour practices, protects the environment, and eliminates corruption. We believe that our commitment to these values will not only benefit our stakeholders but also contribute to the global effort for a sustainable and equitable future.

Effective Date: 30/06/2025

Signed:

Riwan Tamic

CEO
C-MAC

Danny Detemmerman

COO
C-MAC

This Code of Conduct reflects our ethical commitment and demonstrates our dedication to achieving positive societal impact through responsible business practices.