

Supplier Code of Conduct

As a leading high-tech company with a global supply chain, with direct supplier relationships with manufacturers worldwide, Matrox Graphics Inc., Matrox Central Services Inc., and its affiliates (collectively referred herein as “**Matrox**”) recognize the importance of ensuring that our operations and products, and the supply chains that support these, adhere to the highest ethical standards. As an organization, we are committed to advancing ethical principles, social responsibility, and respect for human rights in our business operations.

1. Purpose

This Supplier Code of Conduct sets out the standards and expectations for suppliers, contractors, and business partners in relation to ethical behavior, social responsibility, and environmental practices. This policy is designed to ensure that all suppliers conduct business in accordance with the values and principles of Matrox. The purpose of this Supplier Code of Conduct is to define the ethical, social, and environmental standards that all suppliers and their subcontractors must adhere to when conducting business with Matrox. By setting clear guidelines, Matrox seeks to foster a responsible and sustainable global supply chain that aligns with our values of integrity, fairness, and respect for human rights.

2. Scope

This Supplier Code of Conduct applies to all suppliers, contractors, business partners, and their subcontractors who provide goods or services to Matrox (collectively referred to herein as “**Suppliers**”). It establishes minimum standards for compliance with legal and ethical obligations by Suppliers in their dealings with Matrox.

3. Ethical Business Practices

3.1 Compliance with Laws

- Suppliers must comply with all applicable laws, rules and regulations in the jurisdictions in which they operate.
- It is the responsibility of suppliers to secure and maintain all necessary permits, licenses, and registrations required for their business activities.
- Where applicable laws and regulations differ from the standards set out in this Supplier Code of Conduct, Suppliers must abide by the principles that provide the highest protection to workers and the environment.

3.2 Anti-Corruption and Anti-Bribery

- Suppliers must adopt a zero-tolerance approach to all forms of corruption, bribery, extortion, and embezzlement.
- Business decisions must never be influenced by gifts, hospitality, or entertainment that could create a conflict of interest or a perception of undue influence.

3.3 Fair Competition

- Suppliers must engage in lawful, transparent competition and comply with antitrust and competition laws.
- Any potential conflicts of interest, including relationships that could influence business decisions, must be disclosed to Matrox.

4. Labour and Human Rights

4.1 Fair Treatment and Non-Discrimination

- Suppliers must treat all employees with dignity and respect, ensuring a workplace free from harassment, abuse, discrimination, and any form of unfair treatment based on race, gender, religion, age, disability, sexual orientation, or other protected characteristics.
- Suppliers must ensure that all workers, meaning any labourer, employee or staff member employed or contracted with by the Supplier, including any foreign or migrant workers, are clearly informed about the terms of their employment before employment begins, in a language understood by the worker. This information must include key terms and conditions, including wages and benefits, location of work, living conditions (if applicable), and disclosure concerning the hazardous nature of the work (if applicable).

4.2 Prohibition of Child Labour

Child labour is defined in the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act, 2023* and in ILO Convention No. 182, the *Worst Forms of Child Labour Convention, 1999*. Child labour includes work by a person under the age of 18 in circumstances that interfere with schooling or vocational education or expose them to work that is mentally, physically, socially or morally dangerous.

- Suppliers must not engage in or tolerate the use of child labour.
- Employment practices must comply with local legislation and international labour standards regarding minimum age requirements.
- Suppliers must exercise particular care in employing persons under the age of 18 to ensure that such employment does not constitute child labour. However, the use of legitimate workplace apprenticeship programs for educational benefit, which comply with all applicable laws and regulations, is permitted.

4.3 Prohibition of Forced Labour

Forced labour is defined in the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, 2023 and in ILO Convention No. 29, the *Forced Labour Convention, 1930*. Forced labour includes any work that is not voluntary or is performed under threat or coercion. Threats may threaten the worker directly or a person known to them, such as a loved one or friend.

- Suppliers must ensure that all employment is voluntary. The use of forced, involuntary, bonded, prison, or slave labour, is strictly prohibited.
- Suppliers must not engage in or benefit from any form of human trafficking.
- Suppliers must ensure that labour agencies used by the Supplier, particularly with respect to recruitment for migrant workers, do not engage in any of these prohibited practices.
- Employees must have the freedom to leave employment with reasonable notice, without fear of penalty or intimidation.

It is strictly prohibited to threaten workers or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company-provided facilities.

4.4 Working Hours, Wages, and Benefits

- Suppliers must comply with applicable laws regarding working hours, overtime, wages, and employee benefits.
- Employees should be compensated fairly and equitably and provided with benefits as required by local legislation.
- All workers must be fully informed of their compensation arrangements in writing and receive pay slips detailing the specifics of their wages and deductions. Deductions from wages as a disciplinary measure must not be permitted nor shall any illegal deductions be permitted.

5. Health and Safety

5.1 Safe and Healthy Working Conditions

- Suppliers must ensure that their workplaces are safe and free from health hazards. Effective safety policies and procedures must be in place to prevent workplace accidents and injuries.
- Employees must receive appropriate training, protective equipment, and resources to perform their jobs safely.
- Suppliers must carry out regular risk assessments to effectively identify and monitor health and safety conditions and risks.

5.2 Emergency Preparedness

- Suppliers must develop and maintain effective emergency procedures and provide necessary training to employees to ensure the safety of all personnel in the event of an emergency.
- All emergency exits and equipment must be clearly marked, accessible, and well-maintained to ensure rapid response in case of an emergency.

6. Environmental Responsibility

6.1 Environmental Compliance

- Suppliers must comply with all applicable environmental regulations, including obtaining and maintaining the necessary permits and licenses.
- Regular monitoring and reporting on environmental impacts are required to ensure continuous compliance.

6.2 Resource Management and Waste Reduction

- Suppliers are expected to adopt responsible resource management practices, including efforts to reduce waste, emissions, and pollution.
- This includes minimizing the use of hazardous substances and promoting recycling and energy efficiency.

6.3 Sustainable Practices

- Suppliers are encouraged to integrate sustainable practices into their operations, including the use of renewable resources and initiatives aimed at reducing carbon footprints and conserving biodiversity. Matrox encourages Suppliers to undertake initiatives to reduce their carbon footprint.

7. Monitoring, Enforcement and Accountability

7.1 Audits and Assessments

- Matrox reserves the right to conduct audits, inspections, and assessments of supplier facilities and operations to verify compliance with this Code. These may be conducted by Matrox personnel or designated third parties.
- Suppliers must maintain accurate records to demonstrate compliance and must provide access to relevant information during audits or otherwise upon request by Matrox.

7.2 Non-Compliance and Corrective Actions

- If a supplier is found to be in violation of this Code of Conduct, Matrox may require the supplier to take immediate corrective action.

- Failure to comply or remedy a non-compliance with this Code may result in action by Matrox including, but not limited to, the following:
 - Providing Suppliers with a reasonable opportunity to correct the deficiency.
 - Enhanced monitoring, supervision, or other corrective measures.
 - Suspension or termination, in whole or in part, of the Supplier's business relationship with Matrox, without liability.
 - Removal of the Supplier from Matrox's approved vendor list on a permanent or temporary basis.

Matrox expects suppliers to proactively identify and address areas of non-compliance, implementing measures to ensure ongoing adherence to the standards outlined in this policy.

8. Reporting and Whistleblower Protections

8.1 Reporting Mechanism

- Suppliers must establish mechanisms for employees to report concerns or violations of this Code of Conduct without fear of retaliation.
- Reports of misconduct should be investigated promptly, and appropriate actions taken to address the issue.
- Suppliers must notify Matrox promptly of any noncompliance with the Supplier Code of Conduct. We also encourage Suppliers to communicate to us any actions taken to improve their business practices and to send us suggestions about how Matrox can better implement the standards set out in this Code.
- We encourage anyone that has knowledge of or suspects suspicious activity, illegal or unethical practices or non-compliance with this Supplier Code of Conduct to report their concerns to Matrox through the following channels:

Mail: 1055 Blvd. Saint-Regis, Dorval H9P 2T4 Canada

Email: legal@matrox.com

9. Acknowledgment and Commitment

- Suppliers must acknowledge their understanding and acceptance of this Code of Conduct.
- Suppliers are expected to demonstrate a commitment to continuous improvement in their ethical, social, and environmental practices.

Nothing in this Code shall waive, impair, abridge, or diminish any of Matrox's rights or remedies under any agreement between a Supplier and Matrox, or at law, or in equity. Matrox reserves its right to enhance the present Code in a view to strengthen the practices of its suppliers with regards to ethical, social and environment spheres.

This Supplier Code of Conduct is effective as of February 1st 2025 and will be reviewed periodically to ensure its relevance and effectiveness. Suppliers will be informed of any updates or changes in a timely manner.