



### **Supplier Code of Conduct Statement**

Alta Resources is committed to maintaining the highest standards of ethics, integrity, and professionalism in all business operations. To achieve this, we expect our suppliers to align with the principles outlined in our Supplier Code of Conduct, which defines the ethical and operational practices required for partnership with Alta Resources.

### **Harassment and Discrimination**

We uphold a work environment free from unlawful harassment and discrimination. Suppliers are expected to maintain workplaces that prohibit discrimination based on race, religion, gender, age, disability, or other legally protected characteristics. Compliance with all applicable employment laws is required.

### **Child Labor and Human Slavery**

Alta Resources maintains a zero-tolerance policy for child labor, forced labor, or any form of modern slavery. Suppliers must adhere to international standards such as the UK Modern Slavery Act 2015 and ensure their workforce meets legal minimum age requirements.

### **Diversity and Human Rights**

Suppliers are required to respect diversity and protect human rights, fostering an environment that promotes equity while avoiding practices that disenfranchise or infringe on individual rights.

### **Employee Rights**

We value open communication and expect suppliers to uphold employees' rights to lawful association and collective bargaining. A workplace environment free from retaliation for voicing concerns is expected from our suppliers. Suppliers must ensure fair and transparent compensation practices. Adherence to applicable wage laws, including those governing benefits, working hours, and leave policies, is expected from our suppliers. Suppliers should maintain accessible grievance mechanisms to address workplace concerns. Employees should be able to report issues confidentially and without fear of retaliation. Suppliers must provide a safe and healthy work environment, comply with applicable regulations, and implement effective safety training and emergency response protocols.

### **Conflict of Interest**

Alta Resources expects suppliers to identify and disclose any potential conflicts of interest. Integrity guides our interactions; suppliers should disclose any situations which may be a potential conflict of interest with Alta Resources.

## **Environmental Standards**

Alta Resources prioritizes sustainability and requires suppliers to minimize their environmental impact. Compliance with environmental regulations, waste reduction, and resource conservation are core expectations.

## **Governance**

### **Anti-Corruption and Anti-Bribery**

Suppliers must comply with anti-corruption laws, including the U.S. Foreign Corrupt Practices Act and UK Bribery Act. Engaging in bribery, fraud, or extortion is strictly prohibited.

### **Privacy and Data Security**

The protection of personal and business data is critical. Suppliers must comply with all relevant data privacy laws and uphold robust security measures.

### **Business Records**

Accuracy and transparency in maintaining records are fundamental. Suppliers are expected to ensure that financial accounts and other documentation reflect honest and accurate reporting.

## **Supplier Diversity**

Alta Resources values supplier diversity and actively encourages partnerships with minority-owned, women-owned, and veteran-owned businesses. Suppliers are invited to support our inclusion goals by participating in relevant programs.

## **Vendor and Contractor Health & Safety**

Suppliers and contractors must align with site-specific safety protocols. Alta Resources ensures contractors are equipped with necessary site specific safety protocols to protect both the contractors and Alta's employees.

## **Acknowledgment and Commitment**

By adhering to this Supplier Code of Conduct, suppliers affirm their dedication to ethical and responsible business practices. Alta Resources values these partnerships and looks forward to achieving mutual success while maintaining these standards. Suppliers should review our comprehensive Supplier Code of Conduct which can be provided upon request.

## **Alta Resources Corporate Compliance**

