

INX International Ink Co.

Responsible Procurement Policy

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Headquartered in Schaumburg, Illinois INX International Ink Co. is the third largest producer of ink in North America and a global supplier as part of Sakata INX worldwide operations. We are an industry leader offering a full line of ink and coating solutions technology for packaging and commercial print applications. Our products solutions focus on metal decorating, flexographic, gravure, web offset, lamination, corrugated, sheetfed, inkjet and UV/EB inks and coatings.

1. Policy Statement

At INX, the human rights of our employees, those in our supply chain, and the communities in which we operate are respected. We strive to elevate our global supply chain, balancing today's best practice with sustainable advancements for future generations. We believe that with commitment and intent, only working with selected suppliers, providers, and affiliates who share our pledge to operate ethically, responsibly, safely and sustainably, will best serve us in our goal. It is our unwavering commitment to uphold that promise to all the customers, communities and environments within our supply chain.

We conduct our procurement activities with the highest standards of ethics and social responsibility, fully complying with all applicable local, national, and international regulations. We prioritize transparency, fairness, coexistence, mutual prosperity and respect in all business interactions and expect the same from our suppliers.

2. Scope & Purpose

This policy applies to all global business partners, suppliers, vendors, contractors, and affiliates engaged directly or indirectly with INX. It establishes our expectations for ethical and sustainable business practices and is incorporated into our Standard Terms and Conditions of Purchase. All suppliers must comply with this policy to maintain an active business relationship with INX; formal acknowledgement must be provided to INX when this document is presented as a part of the supplier qualification process.

3. Supplier Awareness, Requirements & Compliance

INX will conduct supplier assessments at will. We require our suppliers to certify compliance with INX's Supplier Code of Conduct and may require that suppliers provide supportive information that includes, but is not limited to, policies, documents, 3rd party assessments, and/or audits to affirm compliance with suppliers' obligations under INX's Supplier Code of Conduct. Non-compliance may result in IMMEDIATE cancellation of outstanding business commitments & non-renewal of contracts. This policy outlines our expectations, as well as interactive processes, to aid in our assessment of our prospective and actual suppliers' compliance with this policy. Those expectations include, but are not limited to, the following:

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- **Verification:** Participation in risk assessments to evaluate potential exposure to human trafficking and modern slavery.
- **Audits:** Permit INX (directly or through third parties) to conduct audits of activities and processes to validate suppliers' compliance with INX's Supplier Code of Conduct.
- **Certification:** Acknowledge suppliers' agreement to comply with INX's Supplier Code of Conduct by signing a Certification Form and providing the signed Certification Form to INX.
- **Accountability:** Report any suspected violations without fear of retaliation. INX will investigate reported suspected violations and may, in its discretion, take disciplinary or legal action.
- **Training:** Ensure procurement staff are trained to recognize and respond appropriately to supply chain risks related, but not limited to, forced labor, unethical sourcing, and other supply chain risks that would violate INX's Supplier Code of Conduct.

This policy may be periodically updated. INX may ask suppliers to confirm their continuing compliance with this policy (and any amended version of this policy) in the future. Non-compliance may result in immediate suspension or termination of the business relationship.

4. Responsible Procurement Overview

INX is committed to working together with our suppliers to source products and services responsibly, with uncompromising ethics and integrity. INX expects that its suppliers, providers, partners and affiliates across the globe will comply with all local regulations, national laws, and applicable international standards.

5. Compliance with Laws & Commitments to Standards

INX is firmly committed to complying with the laws and regulations of the United States of America, the European Union, and all countries in which it operates. INX uses, and requires its suppliers to use, fair business practices. Developing and maintaining a robust and ethical supply chain management system is an important component of INX's business strategy. Guided by environmental, social, and governance (ESG) principles, INX proactively assesses and mitigates risk within its supply chain. INX strongly encourages its suppliers to operate in a responsible and sustainable manner.

INX aligns itself with international standards such as:

- United Nations Universal Declaration of Human Rights
- UN Global Compact & Principles
- International Labour Organization (ILO) Standards
- ISO Certifications
- California Transparency in Supply Chains Act

INX is a signatory of the UN Women Empowerment Principles and participates in third-party evaluations such as EcoVadis (Silver for UK and Spain, Bronze at SAKATA INX level) and SEDEX.

6. Human Rights

Forced Labor, Slavery, and Human Trafficking

Suppliers must not participate, in the use of forced labor or human trafficking in any form or condition. Employment must be voluntary.

Child Labor

Suppliers must comply with applicable child labor laws, not employing individuals under the age of 18 unless legally permitted and safe.

Diversity, Equity, and Inclusion

Suppliers must base employment decisions on merit and comply with anti-discrimination laws.

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Harassment and Abuse

Suppliers must provide a workplace free from harassment, which can take many forms, including sexual, verbal, physical or visual behavior that creates an offensive, hostile, or intimidating environment.

Third-Party Representation

Suppliers must respect employees' rights to unionize or refrain, where permitted by law.

Working Hours and Compensation

Suppliers must ensure working hours do not exceed legal or industry standards.

Suppliers must provide fair, timely compensation, including appropriate overtime pay.

Disciplinary Practices

Suppliers must not use corporal punishment or coercive disciplinary measures.

7. Safety & Health

Suppliers must:

- Maintain safe and healthy workplaces
 - Protect workers from hazardous exposure(s)
 - Provide clean sanitation facilities and potable water
 - Comply with all applicable health and safety laws
-

8. Environmental Engagement & Preservation

INX recommends that its suppliers:

- Minimize environmental impact through sustainable practices
- Demonstrate continuous improvement in environmental performance
- Strive to achieve environmental goals such as:
 - Non-Process Water Usage reduction of 8% by 2029
 - Science-Based Targets initiative (SBTi) commitment to 58% GHG emissions reduction by 2030
 - Eliminate 99% of landfill waste by 2029

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9. Commercial Integrity

Business Integrity and Anticorruption

INX and its suppliers are committed to zero tolerance for bribery, fraud, or corruption. Any request for, or offer of, a bribe must be reported to INX's Chief Legal Officer immediately. Further details are referenced via:

- SAKATA INX Group Anti-Corruption Basic Policy

Confidentiality and Data protection

Suppliers must agree to keep all sensitive information exchanged with INX strictly confidential, including technical, informational, commercial, intellectual property and financial information. Disclosure to third parties is prohibited without prior written consent from INX.

Suppliers must comply with all applicable data protection laws, including GDPR, to ensure personal data is processed lawfully, fairly, transparently, and is protected against unauthorized processing, loss, destruction, or damage. Appropriate technical and organizational measures must be implemented to ensure data security.

Conflicts of Interest

Employees of INX must avoid relationships- personal or financial, or otherwise—that could impair or appear to impair their ability to act in the best interests of INX. Suppliers should not employ or make payments to INX employees involved in business decisions. While personal relationships may exist, they must not influence business outcomes. Any familial or other close connections between supplier and INX personnel must be disclosed by both INX's employee and the supplier's representative.

Conflict Minerals & Sustainable Sourcing

Suppliers shall transparently establish and promote policies prohibiting the supply and use of conflict minerals. Suppliers shall actively monitor their supply chains through audits and assessments to manage risk and ensure compliance with all regulatory, legislative, and enforcement activities in the countries suppliers operate within.

10. Reporting Obligation

Employees and suppliers must report observed or suspected unethical behavior to INX via:

INX Chief Legal Officer: +1 630-382-1800

Email: SpeakUp@inxintl.com

No person or entity will face retaliation for making a good-faith report.

11. Audit Rights & Supplier Assessment

INX reserves the right to:

- Audit suppliers directly or via third-party assessors
 - Request compliance certifications
 - Suspend or terminate relationships for non-compliance with the Supplier Code of Conduct
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12. Sustainable Procurement Program

Annually, INX requires selected vendors, contractors, and agents that provide goods and/or services to INX to complete a self-assessment questionnaire and confirm compliance with INX's Supplier Code of Conduct. Our goal is to ensure transparency, mutual accountability, and sustainable practices throughout our supply chain. INX will continue its progressive engagement of active suppliers; targeting >80% of top suppliers in spend through 2026. Ongoing feedback helps us strengthen partnerships and advance shared values.

Upon INX's request, suppliers must:

- Complete a self-assessment questionnaire
- Sign INX's Supplier Code of Conduct and provide the signed version to INX
- Participate in ongoing transparency initiatives

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Additionally, in accordance with this Responsible Procurement Policy, INX will maintain records of 3rd party awards/accreditation, vendor correspondence report(s), vendor claim log(s), supplier self-assessment questionnaire(s) & survey(s).

Evaluation Framework & Criteria

Selected suppliers are evaluated annually in the following categories:

- Quality
- Environment
- Social
- Governance

These categories are evaluated across 200+ data points, resulting in an assigned risk level classified on a sliding scale, scored as follows:

- High Risk: 0-33
- Medium Risk: 34-50
- Low Risk: 51-100

Annual Questionnaire

Selected suppliers must complete an annual self-assessment based on performance metrics and risk evaluations.

Annual Risk Assessments

- **Virtual:** Based on the supplier performance evaluation criteria identified above, INX may request suppliers participate in an assessment.
- **Onsite:** INX may request access to suppliers' facilities to verify information that relates to assessed risk.

Program Non-Conformance

All suppliers are expected to meet or show consistent progress toward the standards identified in this policy. If a supplier fails to comply or demonstrates insufficient improvement, INX may, in its discretion, issue a formal notice that provides the supplier with no less than 30 calendar days to submit a corrective action plan. INX will evaluate and determine, on a case-by-case basis, whether to approve the proposed corrective action plan, and verify (through audits or other tools) supplier progress towards the standards identified in this policy. If issues persist or improvement is not maintained, INX may suspend its business relationship with the supplier or remove the supplier from its approved vendor list. Tracking and audit records, which will be made available to the supplier (and to government authorities as legally required, but not to third parties) upon request.

13. Global and Regional Sustainability Commitments

INX recommends that its suppliers:

- Participate in the UN Global Compact
 - Conduct EcoVadis and Sedex assessments at entity level
 - Measure Product Carbon footprint and make SBTi commitments
 - Implement a supplier engagement program
-

14. Material Priorities

Suppliers should support the following practices:

- **Emissions:** Reduce GHG across Scope 1, 2, and 3
 - **Circularity & Materials:** Innovate toward a circular economy
 - **Ethical Business & Integrity:** Uphold compliance and transparency
 - **Occupational Health & Safety:** Ensure a safe and hazard-free workplace
 - **Diversity & Equal Opportunity:** Promote inclusive, fair employment practices
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15. Supplier Partnerships & Engagement

Suppliers are expected to:

- Read, acknowledge and comply with INX's Supplier Code of Conduct
- Read and comply with this Responsible Procurement Policy
- Complete and return the Supplier Self-Assessment Questionnaire (when requested)
- Participate in future training, engagement, and performance evaluations (when requested)