

## INX International Ink Co.

### Supplier Code of Conduct

At INX International Ink Co., we are steadfast in our commitment to respecting and protecting the human rights of our employees, supply chain partners, and the communities where we operate. Our responsible procurement strategy blends global best practices with forward-looking sustainability efforts to create long-term value. We partner only with those who share our commitment to ethical, safe, and sustainable operations. This commitment informs all sourcing and operational decisions and reinforces our dedication to transparency, fairness, and integrity. INX conducts its business in full compliance with all applicable laws and requires the same from its suppliers. This Supplier Code of Conduct outlines these expectations. Any violation of this Supplier Code of Conduct may result in immediate suspension or termination of the business relationship.

#### I. Human Rights and Labor Standards

Suppliers must uphold the dignity, rights, and freedoms of workers as outlined in the United Nations Universal Declaration of Human Rights, ILO Conventions, and the California Transparency in Supply Chains Act.

- **Forced Labor & Human Trafficking:** All labor must be voluntary. Suppliers must not engage in any form of forced labor, slavery, or human trafficking, including indirect practices such as retention of identity documents, withholding wages, or coercive contracts.
- **Child Labor:** Employment of individuals under the age of 18 is strictly prohibited unless legally permitted, non-hazardous, and in full compliance with ILO Convention 138 or the local law—whichever is stricter.
- **Working Hours & 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:** Physical or psychological punishment, coercion, or verbal abuse is prohibited under all circumstances.

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.

- **Freedom of Association:** Suppliers must respect employees' legal rights to associate freely, and, where legally permitted, form or join labor unions, and bargain collectively (or refrain from such activity).

## II. Diversity, Inclusion, and Workplace Conduct

- **Non-Discrimination:** All employment decisions must be based solely on merit, qualifications, and business need. Discrimination based on gender, race, religion, age, disability, sexual orientation, or any legally protected status is strictly prohibited.
- **Harassment-Free Environment:** Suppliers must maintain a workplace free from all forms of harassment or abuse—verbal, physical, sexual, or psychological—that creates a hostile or unsafe work environment.

## III. Health, Safety, and Environmental Responsibility

- **Occupational Health & Safety:** Suppliers must provide a safe and healthy work environment, mitigate workplace hazards, offer appropriate personal protective equipment, and provide access to clean drinking water and sanitation facilities.
- **Environmental Stewardship:** Suppliers are expected to minimize their environmental footprint through resource-efficient operations, waste and emissions reduction, and continuous improvement aligned with INX's sustainability targets, 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

## IV. Ethical Business Practices

- **Business Integrity & Anticorruption:** INX enforces a zero-tolerance policy regarding bribery, corruption, and fraudulent behavior. Suppliers must not offer or accept bribes or improper payments in any form, including making facilitation payments to INX personnel or public officials.
- **Confidentiality & Data Protection:** All suppliers must protect proprietary, personal, and sensitive data shared by INX. Compliance with data privacy laws, including GDPR, is mandatory. Suppliers must implement appropriate safeguards to prevent unauthorized access, disclosure, or misuse of such data.

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- **Conflicts of Interest:** Suppliers must disclose any familial, personal, or financial relationships with INX employees that may present or appear to present a conflict of interest. Such relationships must never influence or be reasonably perceived to influence business decisions.
- **Third-Party Representation:** Suppliers must honor workers' rights regarding unionization and collective bargaining, where legally permitted, without retaliation or discrimination.

## V. Responsible Sourcing and Sustainable Procurement

- **Conflict Minerals:** Suppliers are expected to develop robust due diligence programs to avoid the use of conflict minerals that finance armed conflict or contribute to human rights abuses. Supply chains must be traced and regularly audited in accordance with U.S. and EU regulations.
- **Sustainable Procurement Program:** INX may require suppliers to complete a self-assessment and participate in ongoing transparency and risk monitoring activities. INX expects suppliers to comply with responsible sourcing protocols. INX may request proof of sustainability practices (for example, EcoVadis, SEDEX, and other third-party platforms).

## VI. Monitoring, Reporting, and Enforcement

- **Audit Rights:** INX reserves the right to conduct audits—either directly or through third-party assessors—to verify compliance with this Supplier Code of Conduct. Suppliers must promptly furnish all documentation or certifications upon request.
- **Reporting Obligations:** Any suspected unethical behavior or violation of this Code must be reported to INX immediately and may be made anonymously without fear of retaliation. Contact:
  - **INX Chief Legal Officer:** +1 630-382-1800
  - **Email:** [SpeakUp@inxintl.com](mailto:SpeakUp@inxintl.com)

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

- **Corrective Action & Termination:** Non-compliance may result in immediate suspension or termination of the business relationship. Alternatively, INX may choose to issue a formal notice that requires corrective action within 30 (or more) days. If sufficient progress is not demonstrated, suppliers will be removed from INX's approved vendor list.

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This Supplier Code of Conduct is a binding component of INX's Responsible Procurement Policy. All suppliers must review, acknowledge, certify compliance with, and at all times comply with this Supplier Code of Conduct as a condition of doing business with INX.