

1.0 PURPOSE AND SCOPE

This Supplier Code of Conduct sets out the requirements that Speedcast suppliers must comply with in order to provide goods and services to Speedcast.

POLICY

Speedcast operates globally with integrity and we expect our suppliers to share our commitments and approach

The guidelines contained in this Code, which draw upon internationally recognised standards are the minimum expected to be followed in order to be a supplier to Speedcast.

Each supplier shall maintain and enforce these standards within its own supply chain and shall ensure this Code of Conduct is also followed by its related entities, subsidiaries, subcontractors, agents and consultants. A supplier's ability to meet or exceed the standards set out in this Code is a key consideration in the procurement process.

Governance and Legal Compliance

Suppliers must comply with all applicable local and national laws, rules, regulations and requirements in the provision of products and services provided to Speedcast This includes full compliance with laws and regulations in the jurisdiction where goods and services are sourced, procured or supplied and performed

Hiring and Employment Practices:

Underage Labour

Suppliers shall ensure that no underage labour has been used in the production or distribution of goods and services to Speedcast and shall implement mechanisms to verify the age of workers. A child is any person under the minimum employment age according to the laws of the country where the product or services are sourced from, or in the absence of law under the minimum age for completed mandatory education.

Forced Labour

Suppliers shall not use or tolerate in their supply chain any form of slavery, servitude, indentured, bonded, involuntary prison, military or compulsory labour, or any form of human trafficking.

All work must be conducted voluntarily, with fair remuneration and work conditions and without threat of any penalty or sanctions. Suppliers must use best endeavours to ensure there is no form of forced labour

in their supply chains and should a material risk of or occurrence of forced labour be identified Speedcast shall be notified immediately.

Freedom of Association

Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable local and national laws and freedom of association and collective bargaining. Suppliers shall not interfere with or discriminate against workers choosing to belong to them.

Where the right to freedom of association and collective bargaining is restricted under national law, suppliers will facilitate alternative means of independent and free association and bargaining.

Discrimination

An inclusive and diverse work environment is encouraged, with equal opportunities for all workers.

All employees must be treated fairly and not discriminated against in any form of employment. Suppliers must not discriminate against any employee based on age, gender, sexual orientation, race, ethnicity, colour, disability, religion, political affiliation, union membership, national origin, marital or pregnancy status during any recruitment or employment activities.

Wages and benefits

All applicable labour laws should be followed in both recruitment and employment. Wages and benefits must meet legal minimums and industry standards.

Working hours

Suppliers must ensure working hours comply with national laws and standards and should not expect workers to work (including overtime) in excess of hours set out in relevant working time legislation or other national legal limits unless an opt out has been chosen by the employee with appropriate supporting written evidence.

Healthy and Safe Working Conditions

Suppliers must provide safe and clean conditions for workers at sites of working and residential facilities. Clear procedures must be in place to ensure regulated occupational health, safety and wellbeing standards are adhered to. Suppliers must comply with all applicable health and safety laws and regulations.

Environmental Performance

Suppliers must comply with applicable laws and regulations relating to environmental management and have clear procedures in place to ensure direct and indirect environmental impacts associated with goods and services are understood, measured and managed. Where required by applicable law this data must be reported to the applicable regulator and may be requested by Speedcast.

Suppliers shall ensure that the supply of good or services will not violate any law or regulation relating to hazardous substances or the recycling, use or treatment of waste equipment.

Business Integrity

Suppliers must avoid any actual or potential conflicts of interest with Speedcast and they must be disclosed if they arise to ensure they are appropriately managed.

Suppliers shall comply with all anti-bribery and corruption legislation in place globally and maintain policies to ensure compliance with such laws. Speedcast strictly prohibits payment or receipt of bribes, facilitation payments or any other improper payments whether direct or indirect.

Suppliers must comply with all applicable laws relating to sanctions, import/export and trade controls in place globally.

Compliance with Code

Suppliers must be able to demonstrate compliance with Speedcast's Supplier Code of Conduct and Speedcast may review or audit Supplier's compliance

In the event Supplier becomes aware of a potential breach of this Code Supplier shall notify Speedcast as soon as practicable

KEY TERMS

Supplier

Any individual or entity that provides goods or services to Speedcast anywhere in the world.

Worker

Employees, contractors or temporary staff of the Supplier or its related entities

DOCUMENT CONTROL

Item:	Fill in the boxes below with required information:
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