



MILACRON®

Supplier Code of Conduct	MIL	February 19, 2026
	Version: 1.0	Owner: Vice President, Supply Chain

Milacron Global Supplier Code of Conduct



Milacron developed this Supplier Code of Conduct to ensure our suppliers abide by the same standards to ensure safe and healthy working conditions, the human rights of workers, high ethical standards and environmental responsibility. The Supplier Code of Conduct is located on our website at www.milacron.com/supply-chain.

Milacron Purpose

Creating Solutions. Advancing Technology. Leading with Service.

Milacron Core Values

- **People First:** *We perform with integrity, respect, and purpose.*
 - Safety, Culture, Legacy
- **Inspire Innovation:** *We create forward-thinking solutions.*
 - Technology, Continuous Improvement, Visionary
- **Own Our Outcomes:** *We strive for precision and high-quality outcomes.*
 - Leadership, Accountability, Quality
- **Collaboration Wins:** *We partner with intention to achieve impactful results.*

These principles will be woven into every aspect of our operations — from manufacturing to global partnerships — reflecting what we stand for as an organization.



SUPPLIER CODE OF CONDUCT AND ETHICS

1. Compliance with Laws

1.1 General

Supplier is required to identify, monitor, and comply with the legal requirements and standards of their industry under the national laws of the countries in which they are doing business, including the export control and labor and employment laws of those countries, and applicable (U.S.) laws. Suppliers are required to comply with the stricter applicable law, this Code, or applicable contractual obligations. If applicable laws are less restrictive than this Code, then Suppliers must comply with this Code. If applicable laws are more restrictive than this Code, then Suppliers must comply with applicable laws.

1.2 Marking and Shipping

Supplier are required to accurately mark or label their products with the country of origin in compliance with applicable laws and including those of the country of manufacture. Suppliers of finished products that are marked "Made in USA" or similar, or by virtue of their design or packaging imply that they are "Made in USA" shall comply in all respects with the US Federal Trade Commission Guidelines regarding product marking and shall be made of all or virtually all domestic (US) content. To facilitate Milacron's compliance with the US Federal Trade Commission Guidelines, Suppliers of component parts or commodities shall provide a declaration of origin in a form and detail satisfactory to Milacron. All shipments are to be accompanied by the requisite documentation issued by the proper governmental authorities, including but not limited to Form As, import licenses, quota allocations and visas, and shall comply with orderly marketing agreements, voluntary restraint agreements and other such agreements in accordance with applicable law.

1.3 Product Facility and Process Security

Supplier must maintain product, facility, and process security and compliance in accordance with the directives of Milacron or any applicable governmental agency, including, but not limited to security procedures and processes recommended by the U.S. Customs Service.

1.4 Employment Practices

Milacron will not tolerate any forms of slavery, human trafficking, discrimination, or child labor.

1.4.1 Prison or Forced Labor

Supplier shall exercise due diligence to ensure that all work is performed on a voluntary basis. Suppliers are prohibited from using any forms of slavey, practices similar to slavery, or any involuntary labor including, but not limited to, prison or forced or coerced labor, debt bondage, indentured servitude, or any labor under the threats of punishment. Suppliers shall ensure that their employees are free to accept employment and free to terminate their employment without penalty.

1.4.2 Human Trafficking

Supplier shall exercise due diligence to ensure that no human trafficking exists within their business operations and supply chain and must comply with applicable laws prohibiting such exploitation.

1.4.3 Disciplinary Practices

Supplier shall treat their employees with respect and dignity. Suppliers must provide a work environment free of discrimination, harassment, abusive behavior, and physical punishment in any form.

1.4.4 Child Labor

Suppliers shall maintain appropriate mechanisms to verify that each person employed is at least age of 15 years, over the age for completing compulsory education, or over the minimum age for employment in the country – whichever is highest. Suppliers shall not use workers under the age of 18 years to perform work which by its nature or the circumstances in which it is carried out is likely to jeopardize their health or safety.

1.4.5 Working Hours

Supplier shall comply with local laws and if applicable, collective bargaining agreements regarding working hours. Suppliers are responsible for ensuring that their employees do not work over the maximum weekly hours allowed under applicable law and must compensate their employees for overtime work in accordance with applicable law.

1.4.6 Compensation

Supplier must pay wages that meet or exceed legally required wages. Suppliers must comply with all applicable local, state, and national wage and hour laws.

1.4.7 Non-Discrimination/Human Rights

Supplier shall treat all employees with professionalism and respect. Suppliers shall not discriminate against their employees in hiring practices or any other term or condition of work, on the basis of race, ethnicity, color, religion, ideology, sex, national origin, social origin, political opinion, age, sexual orientation, genetic information, disability or any other characteristics protected by law. Suppliers are required to comply with applicable laws pertaining to equal pay.

1.4.8 Workplace Environment

Supplier shall provide their employees with safe and healthy working conditions, including, for example, access to water and sanitation, reasonable machine guarding, working and

accessible fire exits, adequate ventilation, safety equipment, well-lit and comfortable workstations, clean restrooms, adequate living quarters where necessary, and other customary and normal safety business practices. Facilities should be built and maintained in accordance with the standards set by applicable codes and ordinances and workers should be adequately trained to perform their jobs safely.

1.4.9 Collective Bargaining

Suppliers shall recognize and respect employee rights to form, to join or not join any lawful organization of their own choosing. Suppliers are required to comply with applicable laws pertaining to freedom of association, privacy, strike and collective bargaining. Suppliers shall not discriminate or retaliate against its employees for forming, joining, or being a member of a trade union or a similar lawful organization.

1.5 Anti-Bribery and Anti-Corruption

Consistent with Principle 10 of the UN Global Compact, Milacron maintains its Global Anti-Corruption Policy Statement and Compliance Guide prohibiting corruption, including any improper or unethical payments to any person anywhere in the world, with specific focus on the provisions of the United States Foreign Corrupt Practices Act and the UK Bribery Act 2010.

No Milacron officer, employee or agent shall, for the purpose of securing an improper advantage for Milacron, offer or promise, or make or facilitate a payment or gift of, anything of value to – or accept anything of value from – any person, including, but not limited to, a foreign government official. Furthermore, every Milacron officer, employee and agent is obligated by Milacron policy and federal law to keep books, records and accounts that accurately and fairly reflect all transactions and any disposition of Milacron assets. This policy is intended to supplement Milacron’s Code of Business Conduct, which contains provisions governing conduct similar to that addressed in Milacron policies, including provisions regarding gifts, bribery, record-keeping and compliance with applicable law.

Milacron likewise expects its suppliers to abide by its policies and not offer, promise, make, or facilitate a payment or gift of anything of value to any person, including any foreign government official.

1.6 Environmental Practices

Supplier is expected to conduct their business operations in a way that protects and sustains the environment in accordance with applicable laws and regulations. Suppliers are expected to reduce or eliminate their use of hazardous materials including, but not limited to, substances of concern, or any substance (other than the active substance) which has an inherent capacity to cause an adverse effect on humans, animals, or the environment and is present or is produced in a biocidal product in sufficient concentration to create such an effect. Suppliers shall follow all legal requirements and industry standards for air, water, and soil emissions and conduct routine monitoring of the performance of their emissions control systems. Suppliers must adequately treat hazardous waste (solids and wastewater) and hazardous air emissions in accordance with applicable laws and regulations. Suppliers are encouraged to, but not limited to:

1. reduce excess packaging,
2. use recycled and non-toxic materials where feasible,
3. purchase wood and wood products originating from Certified Well-Managed Forests where feasible,
4. promote the efficient and responsible use of wood and wood products,
5. take efforts to reduce energy use, and
6. reduce water consumption.
7. PFAS reporting requirements, where applicable

1.7 Preservation of soil, water air, and biodiversity

Supplier is expected to conduct their business activities in such a way that natural resources are respected, that biodiversity impacts are assessed and minimized, and that harmful soil, water and air emissions do not impede access to drinking water or sanitary facilities.

1.8 Greenhouse Gas Emissions

Supplier shall be responsible for the Greenhouse Gas (“GHG”) emissions from their own operations, including identification, management, and reduction thereof.

1.9 Conflict Minerals

Supplier shall maintain a clear policy commitment to sustainable and responsible sourcing of all minerals. Suppliers shall avoid the use of conflict minerals including tin, tantalum and tungsten, their ores, and gold from conflict affected and high-risk areas within the meaning of 17 CFR 240.13p-1 (US) or Regulation (EU) 2017/821. Suppliers must comply with applicable laws pertaining to responsible sourcing of minerals and shall exercise due diligence practices in accordance with the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

1.10 Security Compliance

Supplier shall comply with applicable laws pertaining to the use of private or governmental security forces. Suppliers that hire or use private or public security forces for protection must provide sufficient instruction and oversight to avoid torture, cruel, inhuman, or degrading treatment, or punishment, damages to life or limb of individuals, and impairment of individuals’ health or freedom of association.

1.11 Gifts

Milacron policy prohibits Milacron employees from accepting any gifts, gratuities or other benefits that go beyond the common courtesies usually associated with business practices from any Supplier or potential Supplier to Milacron or that exceed token or nominal value. Any payment of cash or cash equivalents (gift certificates, etc.) by a Supplier to any Milacron employee is strictly prohibited. Milacron employees are required to report any gifts offered or given that are not in compliance with this standard. Similarly, if a Milacron employee solicits a payment or inappropriate gift from any Supplier or potential Supplier, the Supplier should immediately report the violation through one of the methods described below in How to Raise a Question or Concern.

A Supplier who receives repeated solicitations from any individual, or solicitations from more than one individual, should immediately raise the concern as described below.

1.12 Competition Law

Supplier shall not share or exchange any price, cost or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending or current Milacron procurement.

1.13 Conflicts of Interests

Supplier is expected to avoid any actions or situations that could result in a potential conflict of interest or the appearance thereof. Suppliers are required to disclose any possible conflict of interest to the Milacron employee(s) with whom they are negotiating or, if the possible conflict involves such persons, to the appropriate general manager or department head, or through one of the methods described in the below section titled How to Raise a Question or Concern.

1.14 Confidentiality

Supplier must keep confidential all Milacron and its customers' trade secrets, designs, data, know-how or other information which the Supplier knows or should know is considered confidential by Milacron, including, but not limited to, designs, sketches or prototypes for products that have not yet been introduced, engineering drawings, the financial terms of any agreement between the Supplier and Milacron, information concerning Milacron's marketing plans, and any other information that is not readily available to the public.

1.15 Data Privacy and Security

Supplier must protect the privacy of individuals and their personal information in compliance with all applicable national laws. Personal information (e.g., name, address, telephone number, email address, or date of birth) relating to our business partners, customers and employees provided by or on behalf of Milacron should only be used, processed, disclosed, and transferred as permitted by Milacron under its agreement with Supplier.

1.15 Global Data Privacy Compliance

Supplier must comply with all relevant global data protection regulations, including GDPR, UK GDPR, and other applicable regional privacy laws. Suppliers are required to implement appropriate safeguards—such as access controls, encryption, secure data transfer protocols, and documented incident-response procedures—to protect Milacron data. In the event of any actual or suspected data breach involving Milacron information, suppliers must notify Milacron promptly and without undue delay, in accordance with applicable legal requirements and contractual obligations.

2.0 Prevention and Mitigation of Human Rights and Environmental Risks

Milacron expects Suppliers to support and cooperate with Milacron in performing the following prevention and mitigation measures:

2.1 Due Diligence

Milacron exercises due diligence and implements appropriate due diligence measures to identify, prevent, mitigate, and avoid the human rights and environmental risks set forth in this

Code. Suppliers are expected to provide Milacron with information Milacron requires to execute an appropriate risk analysis. We encourage Suppliers to appropriately address human rights and environmental risks to their Suppliers.

2.2 Monitoring and Documentation

Milacron self-monitors and may, on an annual basis, document their suppliers' compliance with this Code. Documentation of compliance shall describe the monitoring activities, any corrective actions, and compliance policies and procedures. Suppliers are expected to provide Milacron with information and documents to enable Milacron to fulfill the compliance. This includes i.e. information on corrective actions in collaboration with Milacron.

2.3 Notification of Violations

Supplier must promptly notify Milacron of any potential or actual violations of this Code. The notification shall describe the violation and measures taken by the Supplier to mitigate any adverse effects of the violation.

Milacron reserves the right to immediately terminate the business relationship with Supplier for any human rights or environmental violation, in case of serious breaches.

2.4 Education and Trainings

Milacron offers comprehensive trainings to its Suppliers in order to sensitize them to human rights and environment protection.

2.5 Right to Inspections and Audits

Milacron reserves the right to carry out audits (including but not limited to, environmental audits, due diligence assessments, site remediation, and compliance monitoring). Audits include on-site inspections at any premises where work is performed for or on behalf of Milacron. Suppliers must reserve this right with their suppliers for themselves and for Milacron. Milacron may use third parties to conduct audits or inspections. Upon Milacron's request, Suppliers shall make available to Milacron information that demonstrates the Supplier's compliance with this Code.

2.6 How to Raise a Question or Concern

Each Supplier is required to promptly inform Milacron of any concern or possible violation of this Code. Supplier must not hinder their employees from reporting a concern. Supplier shall not retaliate against any person reporting a concern or possible violation of this Code. Supplier must cooperate and provide reasonable assistance to Milacron in any investigation involving the possible violation of this Code by the Supplier. A question or concern may be raised as follows:

- By discussing it with the Milacron business contact when appropriate
- By submitting it online to [Milacron.ethicspoint.com](https://milacron.ethicspoint.com)
- By calling the Milacron Ethics Hotline:

United States	8337185549
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Brazil	(21) 2038-0521
Canada	8337185551
China	400 120 4703
Czech Republic	800 050 992
France	0 801 13 00 12
Germany	0800 1830626
India	000 800 050 3876
Malaysia	1-800-81-1062
Mexico	800 880 0913
Spain	900 752 135