

Supplier Code of Conduct

Introduction

At FOX-VPS, we are guided by our values of being trustworthy and accountable to help us deliver excellence to our customers. We strive to maintain the confidence of all those we work with or interact with.

It is vital to us to uphold high ethical, responsible and quality-focused standards.

The FOX-VPS Supplier Code of Conduct and Supplier Quality Requirements sets out the principles, standards and performance expectations that we require from our suppliers. Compliance with these requirements supports our commitment to delivering safe, compliant, high-quality products and services to our customers.

Core Principles We Expect

- Abiding by all relevant laws and regulations.
- Providing a safe, diverse and inclusive workplace and a respect for human rights.
- Committing to sustainability to protect our environment.
- Delivering products and services that meet all specified quality, technical and delivery requirements.
- Acting with integrity and maintaining open and effective communication with FOX-VPS.

Labour Rights and Equal Opportunities

We expect our suppliers to treat all people with respect and encourage diversity and inclusiveness.

Forced Labour and Human Trafficking

We expect our suppliers not to be involved in any way with organisations trafficking in human beings, forced labour and exploitation of child labour.

Wages and Hours

Our suppliers must ensure that all their workers receive at least the legally mandated minimum wages and benefits.

Health & Safety

FOX-VPS expects a culture of safety and protection of workers' health in the workplace.

Anti-Corruption and Integrity

FOX-VPS does not accept any form of corruption and expects suppliers to comply with all applicable laws and regulations relating to anti-bribery and anti-corruption.

Gifts, Hospitality and Facilitation Payments

Our employees and suppliers must abstain from making or receiving any facilitation payments.

Export and Trade Compliance

Our suppliers must comply with all applicable laws and regulations concerning export licences in connection with any goods and services transactions.

Counterfeit Parts

Our suppliers shall ensure that all goods and materials supplied, used or transferred to FOX-VPS are free of counterfeit, fraudulent or suspect parts.

Conflict Minerals

Suppliers shall identify if supplied products contain minerals originating from conflict regions.

Environmental Responsibility

Our suppliers must meet all regulatory obligations regarding environmental compliance and strive towards minimising the impact of operations on the environment.

Quality Requirements

- Maintain effective quality management systems. Suppliers will generally be certified to ISO9001 or AS9100, any suppliers without these certifications will undergo an enhance approval process.
- Deliver conforming products and services.
- Ensure personnel are suitably trained and competent.
- Apply inspection, verification and process controls.
- Notify FOX-VPS immediately of issues affecting conformity.

Compliance with Drawings, Specifications and Purchase Orders

Suppliers shall ensure all products and services fully comply with drawings, specifications, technical documentation and purchase order requirements.

On-Time Delivery (OTD)

Suppliers shall meet agreed delivery schedules and immediately notify FOX-VPS of any risks to delivery performance.

Non-Conforming Product

Suppliers shall not knowingly supply non-conforming product without written approval and shall immediately notify FOX-VPS of any discovered non-conformance.

Corrective Action and 8D Investigation Reports

Where requested, suppliers shall complete and submit an 8D investigation report including containment, root cause analysis, corrective actions and effectiveness verification.

Communication and Clarification of Requirements

Where any drawing, specification, standard or purchase order requirement is unclear, suppliers shall stop and seek clarification from FOX-VPS before proceeding.

Traceability and Record Retention

Suppliers shall maintain appropriate traceability and quality records.

Change Management

Suppliers shall notify FOX-VPS before implementing significant changes that could affect quality, conformity or delivery performance.

Confidentiality

Our suppliers shall keep in strict confidence all information of a confidential nature concerning the Company's business, products or services.

Whistleblowing

Our suppliers are encouraged to report actual or potential ethical concerns.

Supplier Commitment

By conducting business with FOX-VPS, suppliers acknowledge responsibility to comply with these requirements.