

Supplier Code of Conduct | 2025

RESPONSIBLE SOURCING IN OUR SUPPLY CHAIN





Gordie Howe Bridge,
Detroit River, MI
Amrize inside



TABLE OF CONTENTS

1. Introduction to Sustainable Procurement at Amrize 4

2. Our Commitment to Suppliers 5

Business Conduct	6
Grievance Mechanisms	6
Category Management and Supplier Relationship Management	6
Contractual Terms & Conditions Included in Contracts and Purchase Orders	6
Security & Resilience	6

3. Our Expectations of Suppliers 7

Health and Safety	8
Working Conditions and Welfare at Work	8
Freedom of Association and Non-retaliation	9
Forced Labor and Modern Slavery	9
Child Labor	9
Discrimination, Harassment or Abusive Behavior	10
Environmental Regulatory Compliance	10
Management of Environmental Impacts	10
Bribery and Corruption	10
Competition Laws	11
Sanctions	11
Confidential Information	11
Conflicts of Interest	11

4. Terms of Engagement 12

5. Definitions 14

1. INTRODUCTION TO SUSTAINABLE PROCUREMENT AT AMRIZE

Amrize is committed to creating value for all its stakeholders through responsible, ethical, and sustainable business practices. Our approach to procurement reflects this commitment and is designed to promote transparency, integrity, and accountability across our supply chain.

In setting our Supplier expectations, we align with internationally recognized standards, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration)
- The OECD Guidelines for Multinational Enterprises
- The Ten Principles of the United Nations Global Compact (UNGC)

These principles inform our approach to human rights, labor practices, environmental responsibility,

and ethical governance. We integrate sustainable development into our procurement strategy, daily operations, and relationships with Suppliers.

All Amrize companies are expected to identify, prevent, and manage risks related to Health, Safety and Environment (HSE), Security and Resilience (S&R), climate change, social responsibility, human rights, business ethics, and legal compliance within their supply chains.

All Amrize Suppliers are required to adhere to the standards described in this Supplier Code of Conduct (the "Code") and apply the same principles throughout their own supply chains.



2. OUR COMMITMENT TO SUPPLIERS

Amrize seeks to engage in long-term relationships with Suppliers that are committed to sustainable development. Our goal is to partner with Suppliers to deliver value-for-cost procurement for Amrize and our customers, and to demonstrate responsible supply chain management.

Business Conduct

When carrying out procurement duties and responsibilities, all Amrize employees who are in contact with Suppliers are expected to share with them the company's commitments to high legal, ethical and moral standards. Our internal guidance sets norms of behavior in procurement activities in the areas of courtesies, conflicts of interest, corruption, competition law, and confidential information (including data protection).

Grievance Mechanisms

Amrize offers an independent channel for employees and external stakeholders, including Suppliers, to raise questions and concerns about Amrize's business practices.

<https://amrize.com/speakup>

Our local site management and stakeholders also cover Suppliers. We respect the right of all workers to speak up and raise grievances without fear of retaliation.

Category Management and Supplier Relationship Management

Amrize has established methodologies to conduct category management and to guide relationships with Suppliers. These guidelines ensure a fair, competitive and transparent negotiation process, according to our policies and values.

Contractual Terms & Conditions Included in Contracts and Purchase Orders

Compliance with the requirements listed in this document is bonded through the implementation of contractual terms and conditions aligned with Amrize's internal standards and applicable legal and ethical principles, including internationally recognized human rights and labor standards.

Security & Resilience

We apply a risk-based methodology and maintain internal procedures designed to protect people, operations, assets, and reputation. Any engagement with security service providers will be conducted in accordance with applicable laws, Amrize values, and internationally recognized principles respecting human rights.

We are committed to fostering safe, inclusive, and secure working environments across all locations. Our approach to business resilience includes site-level emergency response, crisis management, and business continuity planning, coordinated to ensure readiness and minimize disruption to operations.



M3 Tower, Mississauga,
ON, Canada
Amrize inside

3. OUR EXPECTATIONS OF SUPPLIERS

Amrize is committed to meeting social, human rights, environmental, health, safety and security standards, and we expect our Suppliers to do the same.

Suppliers must comply with laws, rules and regulations in the countries and locations in which they operate. We expect Suppliers to adhere to environmental, social and other regulatory requirements, and in particular to the following standards.



Health and Safety

Suppliers shall provide a safe and healthy workplace for their employees, contractors and other stakeholders. Suppliers must be compliant with applicable laws and regulations on occupational health and safety, and have the required permits, licenses and permissions granted by the authorities in the countries and locations in which they operate. Suppliers must have documented health and safety policies and/or procedures in place together with appropriate safety infrastructure and equipment.

Suppliers identified as being moderate to high risk for health and safety (based on the associated hazards of the job and location) shall take action and bring proof of continuous improvement towards a recognized health and safety management system. When on Amrize sites, Suppliers must fully comply with applicable Amrize policies, directives and standards. When transporting our products, Suppliers shall adhere to Amrize road safety standards.

Security & Resilience

Suppliers shall demonstrate compliance with the International Code of Conduct (ICoC) for Private Security Service Providers (ICoCA), and shall adhere to the Voluntary Principles on Security and Human Rights (VPSHR), and any other mandatory regulations and standards on security and human rights in our markets of operation.

Suppliers shall train their staff in accordance with internationally recognized standards, such as:

- ICoC from ICoCA;
- VPSHR;
- Materials from the Geneva Centre for Security Sector Governance/International Committee of the Red Cross (DCAF/ICRC);
- ANSI/ASIS PSC1 management standard;
- ISO 18788 management standard;

and in accordance with local and national regulations and standards. When no internationally recognized standard is applied, Suppliers will be assessed in accordance with Amrize's internal sustainability and procurement evaluation criteria.

In addition, Suppliers are required to adapt their business resilience plans and processes (such as emergency response plan, crisis management plans and business continuity plans) to comply with Amrize's business resilience plans at the site level, in order to, at all times, effectively protect people, the environment, and Amrize's assets and reputation.

Working Conditions and Welfare at Work

Suppliers shall provide fair and decent working conditions, abide by labor standards and offer required welfare benefits to those in the workplace. Suppliers must adhere to applicable laws regarding compensation and contracts entered into with employees and other suppliers. Suppliers shall care for their workforce and respect the dignity, privacy and rights of each individual, including vulnerable minorities.

Workers shall be paid at least the local industry rate or minimum wage stipulated by applicable law, whichever is higher, and benefit from social security schemes according to national legal standards. Should there be no legal minimum wage in the country of operation, fair and decent conditions imply Suppliers shall provide their workers with the general level of wages in the country, the cost of living, social security benefits and the relative living standards.

Suppliers shall respect working time in accordance with internationally recognized minimum standards of 48 regular hours of work per week and a rest period of at least 24 hours.

Freedom of Association and Non-retaliation

Suppliers shall not interfere with workers' freedom of association and right to collective bargaining. Employee representatives shall not be subject to discrimination, harassment or termination of contract in retaliation for exercising employee rights, submitting grievances, participating in union activities or reporting suspected legal violations. Freedom of association and collective bargaining in situations where they are restricted by local law shall still be guaranteed through other mechanisms as described by the International Labor Organization (e.g., works councils).

Forced Labor and Modern Slavery

Suppliers shall not use labor provided involuntarily under threat of penalty, including, but not limited to: forced overtime, human trafficking, slavery or servitude, debt bondage or forced prison labor. Suppliers shall not withhold migrant workers' identification documents.

Child Labor

Amrize's commitment is aligned with the principles outlined in the International Labor Standards on child labor, which includes the Minimum Age Convention and the Worst Forms of Child Labor Convention. Suppliers are expected to adhere to these same standards, or to local law, whichever is more stringent. Suppliers shall prevent all forms of child labor. The minimum working age is the age of completion of compulsory schooling, but never less than 15 years old. Young employees between the ages of 15-18 years shall not be exposed to work that is likely to harm their physical or mental health, safety or morals.



Discrimination, Harassment or Abusive Behavior

Employment-related decisions shall be based on relevant and objective criteria. Suppliers shall make no distinctions on grounds including, but not limited to: age, disability, gender, sexual orientation, political or other opinion, ethnicity, indigenous or social origin or religion. Employment-related decisions include, but are not limited to: hiring, promotion, lay-off and relocation of workers, training and skills development, health and safety, any policy related to working conditions such as working hours and remuneration.

Supplier shall not use corporal punishment, disciplinary practices and any other form of harassment or abusive behavior, including, but not limited to: physical, sexual or psychological compulsion, exploitation or coercion.

Environmental Regulatory Compliance

Suppliers shall respect and comply with environmental regulatory requirements on all levels (local, national and international). In all their activities, they shall be covered by required environmental permits, licenses and land rights, and support a precautionary approach to environmental challenges.

Management of Environmental Impacts

Suppliers shall systematically manage their environmental impact with respect. Specific areas that require heightened levels of care include, but are not limited to: climate, energy, water, waste, chemicals, air pollution and biodiversity. Suppliers shall set objectives and targets to reduce impact within these areas. Suppliers who are identified as having a high environmental impact shall take action and demonstrate proof of continuous improvement towards implementing a recognized environmental management system.

Bribery and Corruption

Suppliers shall comply with all applicable anti-corruption laws and regulations and have a zero-tolerance policy towards any form of bribery, corruption, extortion and embezzlement. In particular, Suppliers and their extended supply chain shall not pay bribes or make any other inducement (including kickbacks, facilitation payments, excessive gifts and hospitality, grants or donations) in relation to their business dealings with customers, suppliers, public officials and any other stakeholder. Suppliers are expected to perform all business dealings transparently and these dealings shall be accurately reflected on their business books and records.



Competition Laws

Suppliers shall comply with all applicable competition laws in the performance of their contract with Amrize, and maintain a zero-tolerance policy towards any form of violation of such rules. Suppliers shall not attempt to introduce into their contractual agreements with Amrize, Amrize's Suppliers and Amrize stakeholders, any conditions that would be in breach of competition laws. Suppliers are also expected to take all necessary precautions in order to avoid the disclosure of any commercially sensitive information about their Supplier relationship with Amrize to third parties, and vice versa.

Sanctions

Suppliers shall comply with all applicable trade and economic sanctions laws, rules and regulations, including any applicable export controls. Suppliers shall not procure or purchase products, parts of products or services destined to be used by or sold to Amrize, from a party that is subject to sanctions or is a sanctioned party. Suppliers shall conduct all required checks, and shall perform appropriate due diligence, to determine if any party the Supplier conducts business with is subject to sanctions.

Confidential Information

Suppliers shall properly use confidential and personal information only as explicitly authorized and agreed to by Amrize, and safeguard all confidential information – including data, personal information and intellectual property – from accidental or unlawful destruction, loss, alteration or unauthorized disclosure. Suppliers must ensure that information is collected, stored, used, processed or shared in accordance with all applicable laws and regulations.

Conflicts of Interest

Suppliers are expected to avoid any situation that may involve a conflict or the appearance of a conflict between their personal interests and the interests of Amrize. Examples of potential conflicts include:

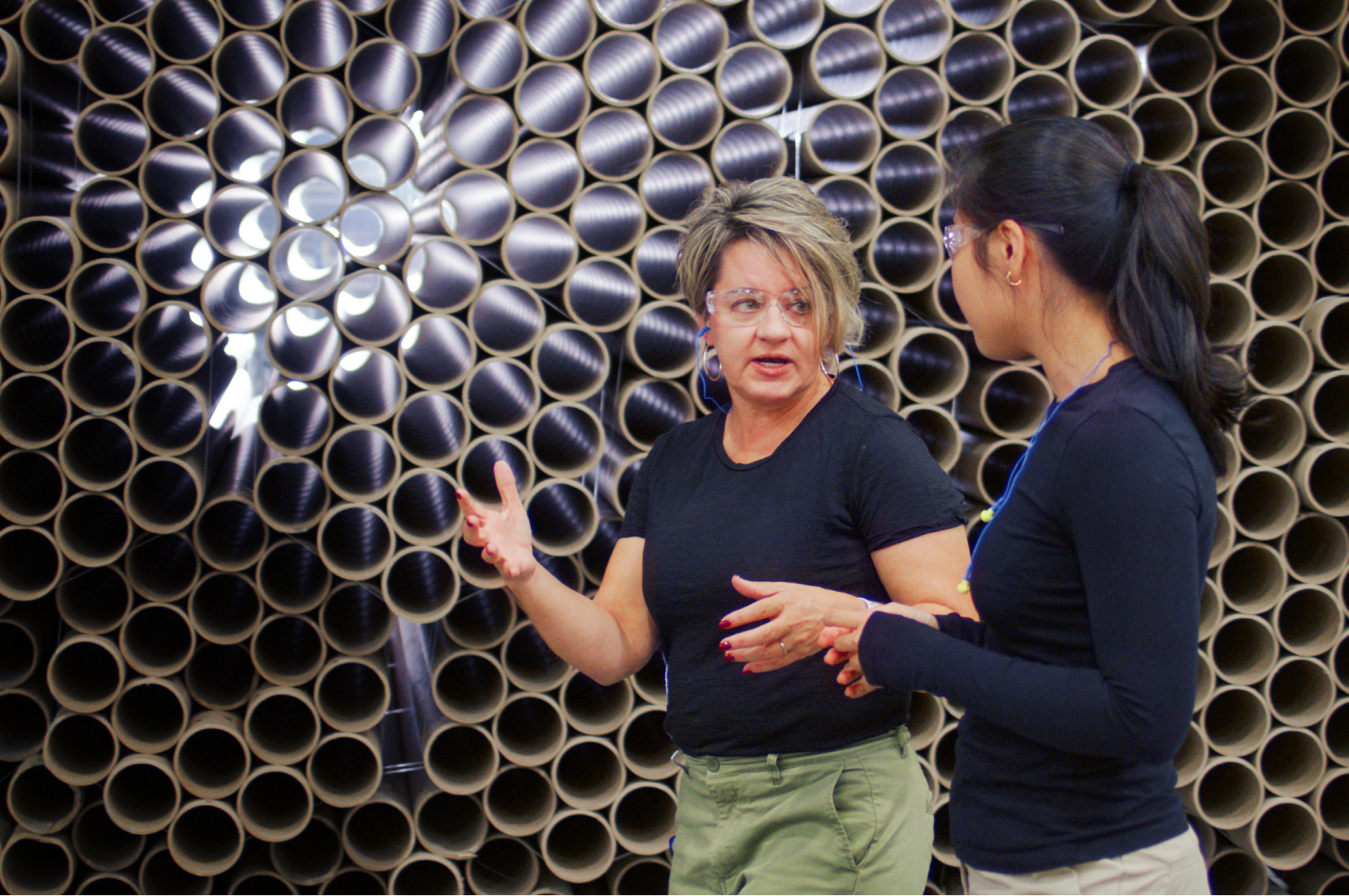
- A Supplier employs a current Amrize employee to perform work for the Supplier;
- A Supplier is partially or fully owned by an Amrize employee or family member; and
- A Supplier is engaged or overseen by an Amrize employee with whom they have a close personal relationship.

Actual or potential conflicts of interest should be disclosed to an Amrize procurement representative or the Amrize Integrity Line.

4. TERMS OF ENGAGEMENT

This Code applies to all Amrize Suppliers and it is communicated to potential and existing Suppliers.

All Amrize Suppliers, prioritized based on the potential ESG/H&S impact related to the goods and services provided, are required to demonstrate compliance with the standards described in this document (in their operation and their supply chain) by taking part in the Supplier qualification process.



The Supplier qualification process consists of risk and performance evaluations in the form of third-party due diligence, self-assessments, fact finding or audits, according to Amrize standards, and as determined by procurement processes.

Amrize provides guidelines to Suppliers on how to meet our expectations, on how Suppliers will be evaluated and what the Zero Tolerance Breaches of the requirements are.

Corrective action plans will be developed in coordination with the Supplier and implemented within a time-frame appropriate to the severity of the issue. Amrize will monitor progress and may conduct follow-up

assessments to verify implementation. If a Supplier fails to implement a corrective action plan or demonstrates repeated non-compliance, Amrize reserves the right to escalate the issue, up to and including termination of the relationship.

Amrize may support Suppliers in developing their capabilities and improving their performance.

Amrize may immediately terminate the relationship with Suppliers who have committed a Zero Tolerance Breach, and/or Suppliers who repeatedly and knowingly violate this Code and refuse to implement improvement plans. During the tendering process, Amrize reserves the right to exclude Suppliers that are not compliant with local, national or international laws and regulations, or who do not fulfill the expected requirements listed in this document.

5. DEFINITIONS

Suppliers

The term Suppliers refers to suppliers of goods and services (which includes contractors and any affiliated subcontractors performing work for or on behalf of Amrize and its associated companies). More stringent provisions might apply to some contractors, transportation companies, security service providers, Suppliers of extractive materials and Suppliers that have a government intermediary function.

Provisions are outlined in our governance documents (associated with the risk exposure related to the services and products provided) and communicated to Suppliers accordingly. Nothing in this Code is meant to supersede any more specific provisions in other governance or contractual documents.

Standards for Suppliers (Section 3 of the Code)

Standards are based on the Ten Principles of the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

ESG/H&S

Environmental, social, governance, health and safety: these are the areas where standards are established and Suppliers are expected to adhere and demonstrate performance. "Governance" also includes aspects related to bribery, corruption, competition law, data protection and adherence to applicable laws and regulations.

Zero Tolerance Breaches

Certain breaches to the Amrize Supplier Code of Conduct requirements that are not tolerated (e.g., child labor) and could lead to an immediate termination of the business relationship with the breaching Supplier.

Non-Zero Tolerance Breaches do not necessarily lead to immediate termination of the business relationship, but are to be addressed via action plans and ongoing performance evaluation.



Reverb Apartments,
Washington DC
Amrize inside

Learn more at amrize.com

© 2025 Amrize Ltd

