

Supplier Code of Conduct

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1 Introduction

At Tokamak Energy our vision is “Fusion for all” – fusion as an affordable and readily available energy source for all.

This cannot be achieved without developing and maintaining relationships with our Suppliers. In addition to providing us the highest quality products and/or services, we also expect our full supply chain to operate in a way that supports the highest of ethical, moral, health, safety and environmental standards.

To help understand what TE expects from its supply chain, TE has prepared this Code of Conduct, which we require you to fully comply with, as a minimum, regardless of any local business practices or social customs our expectations.

We may audit Suppliers for compliance to the Code or request evidence of certification from Suppliers of compliance with the provisions of the Code. Suppliers shall cooperate timely and fully with any such reasonable compliance audits or requests for certification. Notwithstanding whether we conduct an audit or request certification of compliance, Supplier acknowledges acceptance of this Code and its intention to comply with its requirements by virtue of its acceptance of any purchase order from Tokamak Energy.

If you have any questions about this Code of Conduct, or what it means to be a supplier to Tokamak Energy, then please speak to your normal contact in the first instance

2 Scope

This document is the Global Supplier Code of Conduct that is applicable to all suppliers and partners who supply product or services related to Tokamak Energy contracts or purchase orders. Where applicable, this document also applies to any subcontractor of the primary supplier. e.g. Suppliers are expected to cascade these principles to their own suppliers in order to ensure alignment across the supply chain.

3 Compliance with UK Laws, Regulations, and Tokamak Energy requirements

As a Supplier you must:

Comply with all applicable local and international trade and product laws and regulations.

Ensure that your supply chain is also in compliance with this Code of Conduct.

4 Human rights and labour laws

Tokamak Energy will under no circumstances tolerate human trafficking, or forced, involuntary, child, or slave labour anywhere within our supply chain.

As a Supplier you must:

- Comply with all applicable labour laws, regulations, and internationally accepted standards for workers’ rights.
- Not unreasonably or unlawfully discriminate against any employee or worker, nor engage in or threaten physical abuse or discipline, sexual or any other type of harassment, verbal abuse, or intimidation.

- In the absence of any local laws regarding minimum working age then suppliers must not employ workers under the age of 16 years of age.

5 Environment, Health, and Safety

As a Supplier you must:

5.1 Workplace Safety

Comply with all applicable health and safety laws and regulations.

Proactively assess hazards and risks associated with production and use of your products and/or services and ensure that adequate safeguards and working practices are put in place to reduce or eliminate the potential for harm.

TE's vision for safety 'Zero harm'. Suppliers are expected to be committed to managing Health & Safety risks and to proactively protecting the health, safety and welfare of their employees, contractors, visitors, and those in the community who may be affected by their activities.

5.1 Conflict Minerals

Conflict minerals refer to materials sourced from areas of conflict. The materials are associated with human rights violations, violence, and environmental damage. These regulations are especially associated with imports into the USA.

Comply with all applicable laws and regulations regarding Conflict Minerals and furthermore must conduct due diligence and appropriate sourcing practices within their supply chain to ensure adherence.

5.2 Compliance with Environmental Laws and Regulations

Comply with all applicable environmental laws and regulations. Obtain and comply with all necessary environmental permits.

5.3 Hazardous substance management and restriction

Safely and properly store, and dispose of, all hazardous and regulated substances.

Implement a systematic approach to identify, reduce, and eliminate hazardous substances as identified under global and regional environmental regulations such as REACH, RoHS, and similar regulations.

6 Ethics

As a Supplier you must ensure that you, your employees and workers:

6.1 Ethical standards

Conduct your business in an open and ethical manner with respect for human dignity and rights.

Always maintain high standards of integrity, honesty, professionalism, and social responsibility.

Not commit any acts which may adversely impact on Tokamak Energy's interests, reputation, or good standing.

6.2 Bribery and corruption

Must not offer, give, promise to give, or accept any kickbacks, bribes, or any other illegal or improper payments either directly or indirectly through a third party, to improperly influence business or to gain an unfair advantage.

Must not engage in any practice or activity which is, or may be perceived to be, corrupt or fraudulent.

6.3 Gifts and entertainment

- Must not provide, or facilitate the provision, of gifts or entertainment that attempts to influence, or may appear to influence, the decision making of any Tokamak Energy employee or other business partner. The giving and receiving of gifts and entertainment that is in line with customary business courtesies and practices is allowed within the following guidelines.

- o Is of nominal commercial value
- o Permissible under local law
- o Connected to a legitimate business purpose
- o Not of a personal nature
- o Infrequent in occurrence

7 Confidentiality, Intellectual Property and Data Privacy

As a Supplier you must ensure that you, your employees and workers:

- Must protect, and responsibly use, any intellectual assets and confidential information entrusted to them.
- Must abide by all applicable data privacy laws and regulations.
- Are prohibited from transferring, disclosing, publishing, or using any confidential information or information which should reasonably be understood to be confidential provided to them, unless otherwise authorised by Tokamak Energy.

Role	Position	Name	Signature
Approver	Head of Procurement and Supply Chain	James Taylor	 James Taylor (Aug 18, 2025 16:34:24 GMT+1)