

374WATER[®] Supplier Standards of Conduct

January 2023

374Water Supplier Standards of Conduct

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374Water Inc.'s ("374Water", "we", "us", or "our") mission is to preserve a clean and healthy environment that sustains life. Achieving our mission is not just about developing and deploying technology to pioneer a new era in sustainable waste management, it is also about who we are as a company and as individuals, how we manage our business operations, and how we collaborate with customers, suppliers, partners, governments, and communities to create a more sustainable future together.

We seek to build long-term relationships with suppliers and partners based on trust and a shared purpose to meet the highest standards and expectations of our customers. As such, we ask all of our suppliers and partners to sign 374Water's Supplier Standards of Conduct affirming their **commitment to conduct business responsibly** across the following areas of people, planet and governance:

People:

Health and Safety

- **Safe and Healthy Workplace:** Provide a safe and healthy workplace for all employees. Develop and implement an occupational health and safety management system. Provide for risk and hazard identification and assessment and provide appropriate channels for employee access to health and safety information.
- **Community Impact:** Proactively manage and reduce any potential negative impacts of business operations or supply chain to the local community.

Employment Practices

- **Anti-Discrimination:** Treat employees with dignity and respect. Zero-tolerance for discrimination in employment and hiring practices, harassment or retaliation. Provide effective grievance procedures.
- **Fair Compensation:** Observe applicable laws and regulations governing compensation and hours, recruitment, and employment contracts.
- **Conditions of Employment:** Make conditions of employment clear when hiring. Ensure workers have access to identity and immigration documents.
- **Freedom of Association:** Ensure freedom of association and the right of employees to collective bargaining as provided by local law or regulation.

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Human Rights

- **Human Rights:** Respect human rights of employees and anyone connected with business operations and activities for 374Water.
- **Child and Forced Labor:** Prohibit the use of child labor (younger than sixteen years of age or below applicable minimum age, whichever is higher). Prohibit the use of forced labor, prison labor and the trafficking of persons.

Planet:

- **Environmental Stewardship:** Manage business operations and supply chain to promote an efficient use of natural resources and to reduce any negative impacts, including to public health. Provide visibility to progress toward this commitment.
- **Environmental Compliance:** Comply with all applicable environmental laws and regulations, including those for hazardous materials, air and water emissions, waste, and the use of specific substances in manufacturing, products, or packaging. Obtain and maintain all required environmental permits and follow their operational and reporting requirements.
- **Pollution and Waste Management:** Reduce, eliminate, or properly manage waste, including discharges to air and water. Monitor and control hazardous chemicals to ensure their safe handling, movement, storage, use, reuse, recycling, and disposal.
- **Greenhouse Gas Emissions:** Manage, reduce, and be able to disclose to 374Water their greenhouse gas emissions.
- **Material Content:** Be able to declare the material content and origin of products delivered to 374Water.

Governance:

Legal and Regulatory Compliance

- **General Contracting Ethics:** Use lawful business practices and provide goods and services in compliance with all applicable laws and contractual obligations. All statements, communications and representations made to 374Water must be accurate and truthful.

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- **Antitrust:** Conduct business in full compliance with antitrust and fair competition laws that govern the supplier's business jurisdictions. Do not share or exchange any price, cost or other competitive information or engage in any collusive conduct with respect to any proposed, pending or current 374Water procurement.
- **Anti-corruption:** Conduct business in full compliance with the U.S. Foreign Corrupt Practices Act and the anti-corruption and anti-money laundering laws that govern jurisdictions in which the Supplier conducts business. Prohibit the use of bribes, kickbacks, and similar payments. This ban applies even when local laws may permit such activity.
- **Trade:** Comply with all applicable trade control laws and regulations in the import or export of goods, services, software, technology or technical data. Do not transfer 374Water technical information to any third party without the express, written permission of 374Water. Do not provide controlled technologies, products or technical data to 374Water, without providing notice of such controls as necessary for 374Water to maintain compliance with applicable laws.

Business Practices and Ethics

- **Communication:** Be honest in all discussions and disclosures, including those with government officials. Only speak to the press on behalf of 374Water if expressly authorized to do so by 374Water. Only issue press releases or other publicity related to your relationship with 374Water with the prior written consent of 374Water.
- **Gifts, Entertainment, and Conflicts of Interest:** Use good judgment when exchanging business gifts, meals, entertainment, hospitality, and trips to avoid bribes, improper influence, conflicts of interest or the appearance of same. Do not deal directly with any 374Water employee whose spouse, domestic partner, other family member, or relative holds a financial interest in the Supplier.
- **Insider Trading:** Do not buy or sell 374Water or another company's securities when in possession of information about 374Water or another company that is not available to the investing public.
- **Engaging Subcontractors:** Obtain written consent from 374Water prior to engaging a subcontractor to fulfill obligations to 374Water.

Protecting Information

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- **Intellectual Property:** Respect the intellectual and other property rights of 374Water and of suppliers, including all patents, trademarks, and copyrights.
- **Privacy and Security:** Respect privacy rights and secure the data of 374Water employees, customers, and suppliers.
- **Confidential Information:** Protect all 374Water confidential information and electronic data. Suppliers may receive confidential information only as authorized by a confidentiality or non-disclosure agreement and must comply with their obligations to not disclose the confidential information, to not use the information except permitted by the agreement, and to protect the information from misuse or unauthorized disclosure.

Raising Concerns

- To report any questionable behavior or a possible violation of the 374Water Supplier Standards of Conduct, suppliers are encouraged to work with their primary 374Water contact in resolving the concern. If that is not possible, please contact legal@374water.com.
- 374Water will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of the 374Water Supplier Standards of Conduct.

ACKNOWLEDGMENT AND CERTIFICATION

The undersigned does hereby acknowledge receipt of 374Water's SUPPLIER STANDARDS OF CONDUCT Policy. The undersigned has read and understands (or has had explained) such Policy and agrees to be governed by and comply with such Policy.

Supplier: _____

Name: _____

Title: _____

Date: _____