

Code of Conduct Form

Reaction Engines believes that a strong ethical and social responsibility in the supply chain is very important, and we have a responsibility to conduct business with uncompromising integrity.

We are committed to using our transformative technology to benefit humankind environmentally and societally, conducting business and managing our operations in a responsible way.

We recognise our moral and social responsibilities and the commercial imperative of doing the right thing, the right way across each of the three pillars within our ESG commitment.

Our approach is holistic and covers all functions of our business. Working with integrity and working as a united and diverse team is key to our business strategy and future success.

Our aim is to make a positive contribution to the environment, to society, and to our people, enabling us to deliver outstanding returns and benefits to our shareholders and employees, and to improve the world we live in through ethical and sustainable business practices.

We wish to work with our suppliers to embody and comply with the principles set out in this code of conduct, and consider supplier reputation, record of noncompliance and alignment with the supply chain principles during our selection process.

ETHICAL CONDUCT

Suppliers are to conduct their business in accordance with the highest ethical standards. Suppliers that have their own written ethics and compliance standards should review the standards in this Supplier Code of Conduct as well as their own, and immediately advise us of any inconsistency that may create a conflict

COMPLIANCE WITH APPLICABLE LAWS & REGULATIONS

Each supplier must comply with all applicable laws, rules, regulations, codes, and other legal requirements in the country in which it has its principal place of business as well as all those where they conduct business. Suppliers shall not engage in any type of commercial bribery, kickback or corrupt business activity with any non-governmental third party, including without limitation any Reaction Engines employee, agent, or representative.

EMPLOYMENT PRACTICES

Suppliers must treat Reaction Engines employees, their own employees, and anyone with whom they interact on our behalf fairly and with dignity and respect. We do not tolerate intimidation, hostility, harassment, or bullying. Suppliers must comply with all applicable employment laws and regulations, including, without limitation, laws prohibiting discrimination in the workplace. Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations and provide legally mandated benefits. Suppliers shall respect the legal rights of employees to join or refrain from joining worker organizations, such as trade unions. Suppliers shall comply with all applicable laws, regulations, codes, conventions, and other requirements prohibiting forced labour, inhumane treatment, and any form of child labour or other exploitation of children.



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CONFLICT OF INTEREST

Suppliers must disclose any apparent or actual conflict of interest to our management. Our management may only waive such conflict in writing. A conflict of interest arises when personal interests or activities influence, or appear to influence, your ability to act in our best interest.

GIFTS & ENTERTAINMENT

Gifts and entertainment are not needed to conduct business with Reaction Engine Ltd. Suppliers shall not offer or give; Gifts, entertainment, or preferred treatment while involved in an ongoing purchasing or contracting decision process (e.g., RFI, RFQ, RFP) or an ongoing contract negotiation; Extravagant outings or travel or lodging at supplier-sponsored events.

TRADE COMPLIANCE

Reaction Engines insists on our Suppliers complying with all applicable import and export laws, regulations and controls, sanctions, embargoes, supply-chain security requirements and any other trade compliance laws and regulations. It is the supplier responsibility to advise Reaction Engines of any specific export controls which may apply to the items they are supplying and all further downstream obligations. We take due diligence measures to avoid the use of conflict minerals in our products to prevent human rights violations, corruption and funding of armed groups or similar and expect our suppliers to do so also.

ENVIRONMENT, HEALTH & SAFETY

Suppliers shall operate in a manner that is respectful and protective of the environment and shall, at a minimum, comply with all applicable laws and regulations regarding health, safety, and the environment.

DIVERSITY & INCLUSION

Reaction Engines sourcing decisions, contract management, and supplier relationships will reflect and promote the principles of diversity and inclusion.

Our policy and the policy we expect to see within our suppliers is to ensures that no employee or third party is discriminated against due to their sex, gender, race, ethnicity, disability, religion, or sexual orientation.

Signed by the authorised representative on behalf of (Company registered name)

Name:

Signature:

Position:

Date:

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