



# NEQSOL HOLDING

## SUPPLIER CODE OF CONDUCT

NEQSOL Holding (the Holding) conducts its business responsibly and ethically, with strict adherence to applicable laws and regulations. As part of our corporate culture, our core values and principles enshrined in NEQSOL Holding's Code of Conduct, guide the way we do business. That is why we expect all our business partners (vendors, suppliers, contractors, etc.) to commit to the principles in the Supplier Code of Conduct and to act in accordance with all applicable laws and ESG standards.

### Business Integrity

- Business partners must ensure that in all jurisdictions where they operate, the activities are in full compliance with the applicable laws, rules, regulations, ethical norms and industry standards.
- Business partners must not engage in any conduct that puts the Holding at risk of violating anti-bribery and corruption laws. This includes situations where a mere perception of bribery or corruption may appear. We expect all our business partners to adhere to our Anti-Bribery and Corruption Policy, with zero tolerance towards bribery and corruption.
- In line with applicable laws, any forms of anti-competitive conduct such as restraints of trade, unfair trade practices or abuses of economic power are prohibited.
- All contractual commitments, purchases and sales must only be based on consideration of quality, service and commercial aspects. Favoritism is prohibited.
- Our business partners must not engage in any business activity that puts us at risk of violating international trade laws and regulations related to trade/export controls and sanctions regimes as per our Sanctions and Export Controls Policy.
- Business partners are expected to disclose any potential or actual conflict of interest.

### Responsible Business Conduct

- Our business partners must promote environmental protection, strive towards reducing our environmental footprint and conduct business in an environmentally responsible way.
- Business partners must adhere to applicable privacy and information security laws and rules, and must only use information obtained through their relationship with us in line with defined purposes. All information regarding the Holding and our businesses must be kept in a confidential manner.
- In case of actual privacy, security or information breaches we must be notified promptly.
- In case of critical services to our businesses, we expect that our business partners maintain appropriate business continuity and disaster recovery plans.

### Responsible Employment Practices

- We expect that our business partners adhere to appropriate employment standards and human rights legislation, with respect for the dignity and rights of every individual.
- We do not tolerate harassment, abuse, discrimination, violence, retaliation and any other types of inappropriate behaviour.
- We do not tolerate the use of child force, forced or compulsory labour, human trafficking, and modern slavery.
- Discrimination on the basis of ethnicity, nationality, gender, cultural background, race, age, disability, religious beliefs or any characteristic protected by law is prohibited.
- Health and safety laws and standards must be promoted in the workplaces of our business partners.



# NEQSOL

HOLDING

## Speak-Up

Business partners and their employees are strongly encouraged to speak up and to timely report (anonymously, as necessary) concerns or suspected violations of this Code. Our Speak-Up channels (post, telephone, e-mail, online reporting tool) are always available under “Hotline contacts” on our website: <https://www.neqsolholding.com/about-holding/compliance/>

## Compliance and Monitoring

We reserve the right to monitor and conduct audits or assessments of our business partners’ adherence to this Code. If we identify a reason for concern it may result in the termination of the business partner relationship. Our referenced policies are published on our website as well.

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Signature  
(on behalf of the VENDOR/SUPPLIER)

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Date

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Name  
(please print)

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Position

**Note: Please send a completed form to the Procurement and Corporate Governance, Ethics & Compliance Department of the NEQSOL Holding for filing.**