

Pexip Procurement Policy

Pexip places great emphasis on cooperating with business partners and suppliers that promote high standards of good business practice.

Pexip is committed to managing environmental, social, and economic impacts within our supply chain. Our Supplier Code of Conduct sets out the high standards we expect of our business partners, and this policy outlines our decision-making process when deciding whom we will work with and procure from. When selecting suppliers, we consider ESG performance, particularly in relation to our own material ESG issues.

This policy applies to everyone at Pexip and its subsidiaries and to the purchase of goods and services of any not-insignificant value.

We will follow the below principles to establish a sustainable supply chain:

- Prioritise suppliers that have embedded sustainable and ethical practices within their organisation and drive such practices within their own supply chain
- Identify areas of higher risk and influence within our supply chain and increasingly engage with suppliers in those areas to stimulate improving environmental performance.

To achieve our goal of a sustainable supply chain, we will favor suppliers that operate consistently with our ESG policies, which include:

- Acting as a responsible employer and business partner.
- Supporting and respecting the protection of internationally proclaimed human rights.
- Supporting a precautionary approach to environmental challenges and actively exploring ways to reduce pollutants and emissions.
- Putting safety considerations of personnel above commercial considerations.
- Not tolerating any forms of bribery, corruption, money laundering or anti-competitive behaviour.
- Following all relevant and applicable laws and best practice guidelines related to the exchange, storage, use, onward transfer, and destruction of personal data.

Suppliers and other business partners are required to follow our Supplier Code of Conduct, with breaches resulting in actions being invoked against the Supplier, in addition to any contractual or legal remedies. Actions applied will depend on the nature and seriousness of the violation and on the degree of commitment for improvement shown by the supplier, with the most severe action being immediate termination of the contract.

The CFO takes ownership of this policy and is responsible for its implementation. This policy will be reviewed every year.

Version	01	
Approval date:	3/10/2022	
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Signature:	 <small>403CFB5A59F3486...</small>	