

## Pexip Supplier Code of Conduct

Pexip's Supplier Code of Conduct reflects our expectation that our suppliers and business partners will match our own commitment to sustainability, including environmental protection, internationally recognized human rights, and ethical business practice. In developing our Supplier Code of Conduct, we have been guided by internationally recognized standards, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Fundamental Treaties, and the Sustainable Development Goals.

By entering into an agreement with Pexip, you confirm that you will abide by the following principles and requirements:

### Environmental and climate protection

- Comply with all applicable international and statutory regulations and standards regarding environmental and climate protection
- Seek to minimize your environmental and climate impact and make continuous improvements in this regard
- Current energy sources are known, and possibilities to convert to renewable energy sources are investigated
- Implement an environmental and climate management system that will allow you to minimize your negative impact on the environment and climate or the resources of communities you impact
- Waste is disposed of, stored, handled, and transported in a way that ensures the protection of the health and safety of workers and the environment
- Take reasonable efforts to avoid the use of raw materials that directly or indirectly finance groups that violate human rights.

### Human and labor rights

- To respect the inherent dignity of every person through respecting their rights and privacy
- To promote equal opportunity and treatment of your employees irrespective of skin color, ethnicity, culture, nationality, social background, disability, gender, sexual orientation, political or religious beliefs, or age
- Refuse to tolerate any unacceptable treatment of employees, including violence, mental cruelty, sexual harassment, and discrimination
- There is no forced, bonded, or child labor. There are no employee workers under the age of 15 or, in countries subject to the developing country exception of ILO Convention 138, no employee workers under the age of 14
- Recognize the right of a free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions, and to not discourage the formation of employee organizations or trade unions

- Document all employment with written contracts signed by both parties that describe the conditions of employment in a language understood by the employee.
- No fees or costs related to recruitment, employment, or termination are charged to workers, and workers are not required to pay deposits
- Uniforms, when required, are provided free of charge to workers, and no deductions are made for cleaning or maintenance of uniforms
- Provide fair remuneration and pay employees as a minimum the applicable statutory minimum wage or defined living wage where the minimum wage is not defined.
- Ensure employees do not work over the maximum number of working hours pursuant to applicable laws and that they have time off work. Overtime hours are voluntary – other than for short periods as agreed with worker representation – and should workers refuse over time, they are not penalized
- Employees have at least 24 consecutive hours of rest after six days of work
- Implement an effective Health and Safety management system and provide your employees with a safe and healthy workplace in compliance with all applicable laws and regulations
- The working environment is clean, hygienic, and well maintained
- Ensure that dangerous work or night work is only carried out by persons over 18 years of age
- A grievance mechanism is in place, and workers are made aware of it. The mechanism allows workers to raise complaints or concerns without retaliation and provides the option of anonymity

#### Ethical business practice

- Comply with all applicable laws and regulations
- Do not cause or tolerate corruption or any form of direct or indirect bribery, including offering or accepting improper inducements that may influence, or be seen to influence, decisions
- Do not participate in price-fixing or market sharing agreements and operate in accordance with all applicable antitrust laws
- Do not participate in or support money laundering in any form
- Respect the intellectual property rights of others
- Respect and protect confidential and personal information
- Avoid conflicts of interest and where they cannot be avoided to report them to Pexip

#### Supply chain

- Use reasonable efforts to promote among your suppliers and business partners the principles within this Code and to support them in achieving alignment with the Code. At a minimum, you should communicate this Code to your business partners and suppliers and take reasonable measures to verify compliance with this Code.

#### Data protection

- Comply with all applicable laws and regulations related to the collection, use, processing, onward transfer, and destruction of personal data.

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

Version	01	
Approval date:	3/10/2022	
Approved by:	CFO	
Signature:	 DocuSigned by: 403CFB5A59F3486...	