

MODERN SLAVERY AND HUMAN TRAFFICKING TRANSPARENCY STATEMENT 2021

INTRODUCTION

Chain IQ welcomes the implementation of the Modern Slavery Act ("MSA"), which brings together offences of slavery, servitude, forced or compulsory labor and human trafficking within one piece of legislation. This statement sets out the steps taken by Chain IQ to use its best endeavors to ensure that its business and supply chain are free from modern slavery and human trafficking.

OUR BUSINESS

Chain IQ Group AG is an independent global service company providing strategic, tactical and operational procurement for its clients. As an international company, Chain IQ offers comprehensive end-to-end procurement solutions for national and international companies. Founded in 2013 Chain IQ operates from five main centers – Zurich (headquarters), New York, London, Singapore and Mumbai – and is currently servicing more than 20 countries (including Germany, China, Hong Kong, Japan and Australia). More information is available on www.chainiq.com.

POLICIES AND COMMITMENTS

Chain IQ is committed to strong business ethics and to working collaboratively with its employees, clients, suppliers and other stakeholders. The [Environmental and Social Responsibility Policy](#) is publicly available. All Chain IQ employees, Executive Committee and Board Members are required to adhere to the Chain IQ Code of Conduct. The Code applies in all circumstances and defines the way Chain IQ does business. Violations of the standards in this Code may result in disciplinary proceedings, up to and including dismissal, and, if necessary, declaration to the appropriate authorities. All employees are encouraged to promptly report any concerns, possible ethical breaches or misconduct by other employees, consultants, clients or third-party service providers to their manager, regional CEO, Group Legal & Compliance or through the independent confidential reporting mechanism (whistleblowing hotline and platform). Chain IQ fosters open and honest communication and maintains a non-retaliation policy for reports in good faith.

As of October 2016 Chain IQ is a member of the United Nations Global Compact, which is the world's largest voluntary corporate citizenship initiative. The [Communication on Progress 2020](#) is published online.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT FRAMEWORK

We aim to ensure that our social and environmental values are being followed throughout the supply chain. Therefore, we have a firm-wide framework and guideline, which provides systematic assistance on implementing the Responsible Supply Chain Management ("RSCM") procedures.

A central component of this guideline is the Chain IQ [Supplier Code of Conduct](#) to which our direct suppliers are bound by contract. The standard defines our expectations towards suppliers and their subcontractors regarding legal compliance, environmental protection, avoidance of child and forced labor, non-discrimination, remuneration, hours of work, freedom of association, humane treatment, health and safety and anti-corruption issues.

Goods and services procured by Chain IQ are prioritized according to the potential social and environmental impact. Suppliers of potentially high-impact goods or services are assessed on their business practices and are required to provide corresponding evidence. High-impact goods and services include Event Execution, Merchandising Gifts, and Workplace Products. Chain IQ suppliers located in an [amfori BSCI Risk Country](#) are assessed in any case. Where gaps with regard to environmental, human rights, labor, and anti-corruption performance have been identified, remediation measures are developed and tracked by Chain IQ RSCM.

For purchases of products and services with a potentially high environmental or social impact, Chain IQ has additionally defined category-specific product and service standards.

In 2021 the RSCM guideline was reviewed and approved by the Chain IQ Group Executive Board.

TRAINING AND CAPACITY BUILDING

RSCM is introduced to all new Chain IQ employees. All procurement and sourcing specialists who have joined Chain IQ in 2021 have been trained in a separate RSCM training session. A RSCM refresh training course has been developed and continues to provide awareness of all relevant policies and implementation procedures.

APPROVED BY CHAIN IQ GROUP AG



Claudio Cisullo

Founder & Executive Chairman