

Supplier Code of Conduct

Minimum Standards for Responsible, Ethical, and Sustainable Business Practices

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Applicable to: Global suppliers, subcontractors,
consultants, contractors, & business partners of Chain IQ.

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1 Purpose and commitment

Chain IQ is a global procurement and advisory services company whose value chain is built primarily on people, expertise, data, and trust. As a company operating at the intersection of global supply chains, markets, and organizations, Chain IQ recognizes its responsibility to promote ethical conduct, respect for human rights, and responsible business behavior.

This Supplier Code of Conduct (“SCOC”) sets out the minimum standards that all suppliers, consultants, contractors, service providers, and business partners (“Suppliers”) are expected to meet when working with or on behalf of Chain IQ. Compliance with this Code is a condition of doing business with Chain IQ and forms part of our contractual and procurement expectations.

This Code reflects and incorporates the minimum expectations established by the Ten Principles of the United Nations Global Compact (UNGC), the International Labour Organization (ILO) Core Conventions and the ILO Tripartite Declaration concerning Multinational Enterprises and Social Policy, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, including risk-based due diligence and access to remedy.

2 Scope and applicability

This Code applies to all entities and individuals providing services to Chain IQ. This includes consulting and advisory firms, independent consultants and freelancers, temporary staffing and labor service providers, IT, digital, data, and analytics providers, research and intelligence partners, and any subcontractors engaged in the delivery of services for Chain IQ.

Suppliers are responsible for implementing the principles of this Code within their own operations and for ensuring that any subcontractors or third parties engaged in connection with Chain IQ work comply with standards that are equivalent to those set out in this Code.

3 Supplier Code at a glance

This Code summarizes the behaviors Chain IQ expects from Suppliers throughout the entire business relationship: acting with integrity; complying with laws; avoiding conflicts of interest; preventing bribery, corruption, modern slavery, and human trafficking; protecting data and confidential information; competing fairly; reducing environmental impact; enabling safe reporting; and cooperating with reasonable compliance checks. These expectations are designed to build trust and mirror the standards Chain IQ expects of itself.

4 Values, trust, and ethical conduct

Trust is earned through consistent ethical behavior. Suppliers are expected to support Chain IQ's commitment to responsible business by acting transparently, professionally, and respectfully in all dealings with Chain IQ, its clients, employees, communities, regulators, and other stakeholders. Suppliers should foster a culture where people are treated with dignity, concerns can be raised, and responsible decisions are made even when circumstances are complex.

5 Conduct, integrity, & compliance with laws

Chain IQ expects its Suppliers to act with integrity, uphold high ethical and professional standards, and comply with all applicable laws, regulations, contractual obligations, and professional requirements. This includes avoiding conflicts of interest, promptly disclosing actual or potential conflicts, maintaining accurate records, and refraining from conduct that could compromise trust, independence, objectivity, or fair competition.

6 Anti-bribery, corruption, gifts, & improper advantage

Chain IQ has zero tolerance for bribery, corruption, extortion, embezzlement, facilitation payments, or any improper advantage. Suppliers are expected not to offer, promise, give, request, or accept anything of value that may improperly influence a business decision. Gifts, hospitality, and entertainment should be modest, infrequent, transparent, legally permitted, and never intended to create an obligation or expectation. Appropriate anti-bribery and corruption policies, controls, training, and reporting processes are expected. Any suspected breach connected to Chain IQ business should be reported promptly. A breach of anti-bribery and corruption requirements may constitute a material breach and may lead to immediate termination.

7 Human rights, modern slavery, & labor standards

Chain IQ expects its Suppliers to respect internationally recognized human rights and to avoid causing, contributing to, or being directly linked to adverse human rights impacts. This includes prohibiting forced, bonded, trafficked, prison, or compulsory labor; modern slavery and human trafficking; child labor; discrimination in employment and occupation; and harassment, intimidation, bullying, or degrading treatment. Suppliers are also expected to protect young workers, respect freedom of association and collective bargaining, provide fair treatment, reasonable working hours, lawful wages, and safe working conditions, and ensure that employment is freely chosen. These expectations are aligned with UN Global Compact Principles 1–6 and the ILO Core Conventions, including principles on forced labor, child labor, non-discrimination, equal remuneration, freedom of association, and collective bargaining.

7.1 Children's rights and minimum age

Chain IQ expects its Suppliers to respect and protect children's rights and ensure that no child is engaged in work that is unlawful, exploitative, unsafe, or harmful to their health, development, dignity, or education. No person should be employed below the applicable legal minimum working age. In all cases, the minimum age for employment should be at least the age for completing compulsory schooling and not below 15 years, unless a higher legal standard applies. Workers under the age of 18 should be protected from hazardous work, night work, excessive working hours, or any activity that may compromise their physical or mental wellbeing, safety, morals, education, or development. Reliable age-verification controls, child labor risk monitoring, and immediate corrective and remedial action are expected where concerns are identified.

7.2 Forced labor and modern slavery

Chain IQ expects its Suppliers to ensure that all work is freely chosen and that forced, bonded, prison, trafficked, or compulsory labor is not used or tolerated. Workers should not be charged recruitment fees, required to lodge deposits, have their movement restricted, or have passports, work permits, residence permits, or other identity documents retained, confiscated, withheld, or access restricted. Migrant workers should receive clear employment terms in a language they understand and be protected from coercion, debt bondage, deceptive recruitment, and modern slavery risks. Where migrant workers are recruited or relocated for Chain IQ-related services, reasonable costs for safe return to their home location should not be borne by the worker where employment ends at the end of the assignment or for reasons outside the worker's control. Appropriate controls to prevent modern slavery and human trafficking are expected in operations and relevant supply chains, in line with ILO principles, OECD due diligence guidance, and the UN Global Compact.

7.3 Non-discrimination and protection of minorities

Chain IQ expects its Suppliers to provide equal opportunity and fair treatment in all employment-related decisions, including recruitment, remuneration, promotion, training, discipline, and termination. Discrimination, harassment, intimidation, bullying, degrading treatment, or other conduct inconsistent with dignity and respect is prohibited. Particular attention should be given to protecting individuals and groups that may face discrimination or exclusion, including minorities, underrepresented groups, and other vulnerable workers. For example, hiring, pay, promotion, training, and termination decisions should be based on objective role requirements, skills, performance, and conduct, and not on personal characteristics or minority status.

7.4 Freedom of association and collective bargaining

Chain IQ expects its Suppliers to respect workers' rights to freely associate, join or form worker representative bodies, and engage in collective bargaining in accordance with applicable law and ILO principles. Suppliers should not interfere with, intimidate, discriminate

against, or retaliate against workers who exercise these rights. Where local law restricts formal representation, lawful and constructive channels for worker dialogue and consultation should be enabled. For example, workers should be able to elect representatives, join lawful organizations, raise workplace concerns collectively, and participate in consultation processes without fear of disadvantage or retaliation.

8 Data protection, confidentiality, cybersecurity, & intellectual property

Chain IQ expects its Suppliers to protect personal data, confidential information, client information, business records, systems, and intellectual property entrusted to them. Information may only be used for authorized purposes and should be protected against unauthorized access, disclosure, loss, misuse, alteration, or inappropriate sharing. Compliance with applicable data protection and privacy laws, together with appropriate technical, organizational, cybersecurity, access-management, retention, and confidentiality controls, is required.

9 Fair competition, trade compliance, tax, and responsible business practices

Chain IQ expects its Suppliers to act fairly, transparently, and responsibly in all markets and business relationships. Suppliers should compete on quality, value, innovation, and service; comply with applicable trade, sanctions, AML, customs, and tax requirements; maintain accurate records; and avoid exposing Chain IQ or its clients to legal, ethical, financial, or reputational risk.

9.1 Fair competition

Chain IQ expects its Suppliers to compete honestly and comply with competition and antitrust laws. Suppliers should not engage in price fixing, bid rigging, market allocation, collusion, abuse of market position, or improper exchange of competitively sensitive information. For example, pricing intentions, margins, customer allocation, tender strategies, or confidential bid information should not be discussed with competitors.

9.2 Trade compliance and tax

Chain IQ expects its Suppliers to comply with applicable sanctions, export and import controls, customs, anti-money laundering, and tax laws. Relevant screening, classification, documentation, and approval processes should be maintained for goods, services, technology, data, payments, and business partners. Suppliers should not act in a way that could cause Chain IQ or its clients to breach trade, sanctions, customs, AML, or tax requirements.

9.3 Responsible business practices

Chain IQ expects its Suppliers to protect trust, accountability, and transparency in all business dealings. Suppliers should keep accurate and truthful records, issue invoices that reflect the goods or services provided, manage subcontractors and intermediaries responsibly, and avoid using third parties to bypass legal, ethical, or contractual obligations.

10 Environment and climate responsibility

Chain IQ expects its Suppliers to comply with applicable environmental laws and manage environmental impacts responsibly. Suppliers should use resources efficiently, reduce pollution and waste, and support climate and environmental objectives in line with UN Global Compact Principles 7–9.

10.1 Climate responsibility, waste, water, and emission reduction

Suppliers are expected to take proportionate steps to reduce greenhouse gas emissions, energy and water consumption, waste generation, and pollution. This includes using resources efficiently, managing hazardous substances responsibly, promoting reuse and recycling where feasible, and seeking lower-carbon solutions in the delivery of goods and services to Chain IQ.

10.2 Climate-related data requests

Upon reasonable request, Chain IQ expects its Suppliers to provide accurate, relevant, and proportionate environmental and climate-related data connected to the goods or services provided to Chain IQ. Such data may include greenhouse gas emissions, energy use, resource consumption, waste, or other sustainability information needed to support Chain IQ's climate targets, due diligence, client requirements, or regulatory and voluntary reporting obligations. Data requests will be proportionate to the nature and risk profile of the services and subject to appropriate confidentiality, data protection, and information-security safeguards.

11 Speak-up, grievance mechanisms, & non-retaliation

Chain IQ expects its Suppliers to maintain accessible channels for employees, contractors, and relevant stakeholders to raise concerns safely, confidentially, and without fear of retaliation. Suspected violations of this Code or unlawful, unethical, or harmful conduct connected to Chain IQ business should be reported promptly. Concerns may be raised through the Supplier's own reporting channels, the Chain IQ [Integrity Hotline](#), or the [EthicsPoint](#) reporting portal. Retaliation against any person who raises a concern in good faith is prohibited.

12 Monitoring, corrective action, & consequences

Suppliers are expected to cooperate with reasonable information requests, assessments, or audits relating to compliance with this Code. Where gaps are identified, timely and effective corrective actions should be implemented. Serious, repeated, or unremedied breaches may result in remediation measures, suspension, termination of contracts, or exclusion from future business with Chain IQ.

13 Acknowledgement

By working with Chain IQ, Suppliers acknowledge this Supplier Code of Conduct and commit to meeting its requirements throughout the business relationship. Where a Supplier believes it cannot meet a requirement, it must notify Chain IQ promptly and agree on appropriate next steps.

14 References

- [United Nations Global Compact Ten Principles](#): human rights, labor, environment, and anti-corruption
- International Labour Organization Core Conventions and fundamental principles and rights at work: [ILO 1998 Declaration on Fundamental Principles and Rights at Work and its Follow-up](#) | International Labour Organization
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, where relevant to due diligence, remediation, disclosure, and responsible disengagement: [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct \(EN\)](#)