

## CHAIN IQ SUPPLIER CODE OF CONDUCT

Chain IQ regards environmental and social responsibility as a fundamental aspect of sound business management and expects the same from its suppliers. Chain IQ's approach to sustainable procurement includes how Chain IQ works with its suppliers. Suppliers shall comply with the below aspects of the Chain IQ Supplier Code of Conduct and cause any of their suppliers to comply with these aspects. Chain IQ reserves the right to evaluate the supplier's compliance with the Chain IQ Supplier Code of Conduct and the supplier shall maintain written records necessary to demonstrate its compliance at any time. Where gaps are identified between supplier practices and the Chain IQ Supplier Code of Conduct, suppliers shall improve their practices to comply with the Chain IQ Supplier Code of Conduct whilst meeting all other operating and engagement criteria.

Suppliers shall operate in compliance with all applicable environmental, labour, health and safety, and anti-corruption laws and regulations of the countries in which they operate, manufacture, or conduct business and fulfil the following areas of concern:

### 1. Environment

Suppliers with significant environmental impacts shall maintain an effective environmental policy and/or management system that support environmental protection, prevention of pollution and prudent management of natural resources. Suppliers shall reduce the environmental impact of their products and services.

### 2. Human Rights

- Freely Chosen Employment – Suppliers shall not use any form of forced, imprisoned, indentured, bonded or involuntary labour
- Child Labour Avoidance – Suppliers shall not employ children under the age as defined by the International Labour Organization conventions or by national law whichever is highest
- Non-Discrimination – Suppliers shall provide equal opportunity and advancement opportunities for all employees regardless of ethnicity, gender, national origin, age, disability, sexual orientation or religion
- Compensation and Benefits – Suppliers shall provide wages and benefits that comply with any applicable law and which match prevailing local practices
- Hours of Work – Suppliers shall ensure that their employees are not required to work more than the local legal limits on regular and overtime hours
- Freedom of Association – Suppliers shall recognize and respect the right of their employees to freely associate and collectively bargain within the boundaries of the applicable law
- Humane Treatment – Suppliers shall treat their employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying

### 3. Health and Safety

Suppliers shall provide a safe and healthy working environment in order to prevent workplace accidents and injuries.

### 4. Countering Corruption

Chain IQ takes a strong stance against corruption and bribery consistent with the anti-bribery and anti-corruption laws that exist in most countries around the world. We demand the same from our suppliers.

Suppliers shall adhere to all applicable laws regarding national and international, cross-border anti-bribery and anti-corruption law. Suppliers shall not engage in any form of bribery of public officials or private persons or entities, including the accepting, giving, promising, offering, or authorizing payment of anything of value or any other advantage to obtain or retain business, to secure some other improper or inappropriate advantage, or to improperly influence the performance of an activity connected with our business. Suppliers shall ensure that Chain IQ is not exposed to breaches of applicable anti-bribery and anti-corruption laws.

Suppliers shall have their own anti-bribery and anti-corruption policies and procedures and enforce them with the intent to avoid breaches of national and international, cross-border anti-bribery and anti-corruption laws.

Suppliers shall immediately report to Chain IQ if asked to partake in any activity, that is in violation of any anti-bribery or anti-corruption laws, or become aware of any such conduct by its workforce or other people within their control and concerning or relating to the business relations with Chain IQ.

The breach of the section “countering corruption” is considered a significant breach and cannot be remedied. Under such circumstances, Chain IQ has the right to immediately terminate the agreement.