

IDENDEC SOLUTIONS AG, including any and all of its subsidiaries and associated companies (hereinafter "IDENDEC SOLUTIONS"), is committed to comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity, and rights of individuals everywhere we operate. IDENDEC SOLUTIONS strives to ensure that our suppliers, vendors, subcontractors ("Suppliers") share our commitment to safety, integrity, ethics, and compliance and as they, in turn, apply them to their own employees, agents, subcontractors and suppliers with whom they work with in the delivery of goods and services to IDENDEC SOLUTIONS.

Suppliers are expected to adhere to standards which are consistent with the IDENDEC SOLUTIONS' Supplier Declaration and its key principles relevant for Suppliers which are laid out in this document.

## 1. Business Practices

### **Compliance with Laws and Internationally Recognized Standards on Responsible Business Conduct**

We will comply with all applicable laws and regulations, act ethically and in a sustainable and socially responsible manner. We will respect internationally recognized human and labour rights and shall avoid being complicit in human rights abuses of any kind. We will respect the personal dignity, privacy, and rights of each individual.

We will align our conduct with the Ten Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises and with other international laws and codes of conduct where such are applicable. Where the provisions of applicable local laws and regulations and these principles address the same subject, and are not in conflict, the highest standard shall be applied.

### **Corruption and Improper Payments**

We shall comply with applicable laws and regulations concerning bribery, corruption, fraud and any other prohibited business practices.

We will follow international legislation on bribery and corruption, such as the US Foreign Corrupt Practices Act and the UK Bribery Act. We will not request, accept or receive any improper advantage in order to allocate business or other advantages in the conduct of business. Further, we will not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business, or to make the official act or refrain from acting in relation to the performance of her/ his official duties. This applies regardless of whether the improper advantage is offered directly or through an intermediary.

### **Money Laundering**

We are firmly opposed to all forms of money laundering and will take steps to prevent our financial transactions from being used by others to launder money.

### **Fair Competition**

We will not cause or be part of any breach of applicable general or special competition laws and regulations, such as illegal cooperation on pricing, illegal market sharing or any other behaviour that is in breach of relevant competition laws or regulations.

### **Gifts, Hospitality and Expenses**

We understand that IDENDEC SOLUTIONS does not accept any gifts from its Suppliers. We will therefore not offer gifts and other favours to IDENDEC SOLUTIONS, IDENDEC SOLUTIONS' employees, representatives, partners or anyone closely related, except for promotional items of minimal value.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason, and the costs are kept within reasonable limits. Travel, accommodation, and other expenses for individuals representing IDENDEC SOLUTIONS, will always be paid by IDENDEC SOLUTIONS, unless other arrangements are agreed in the contract. Gifts, hospitality, expenses, or other favours shall never be offered or received in connection with contract bidding, evaluation, or award.

### **Conflict of Interest**

We, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. If we become aware of potential conflict of interest, we will notify IDENDEC SOLUTIONS immediately.

### **Business Partners, Agents and other Intermediaries**

We will promote that potential business partners adopt the principles set forth in this Supplier Declaration. No third-party intermediary or agent will be contracted to work on behalf of IDENDEC SOLUTIONS without specific approval from the appropriate IDENDEC SOLUTIONS Compliance Resources.

### **Sanctions and Export Control**

We shall comply with sanctions and export control laws and regulations and shall immediately inform IDENDEC SOLUTIONS should we become subject to sanctions.

### **Data Protection**

We shall comply with all obligations under applicable data protection laws and regulations, including regulations on handling and storage of personal information. We will ensure all personal data is deleted or anonymized when no longer necessary for the relevant purpose the data was collected.

## 2. Human Rights and working conditions

### **Human rights**

We will ensure that the company, through its operations, does not cause or contribute to any infringement of human and labour rights, such as the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

Supplier is committed to implement and enforce effective systems to minimize risks of human rights infringements caused or contributed to in our operations, or related to our operations, products or services through our supply chain or business partners.

### **Minimum Age of Labour**

We will not employ children below the age of 15. We shall take special precautions to safeguard the health, security and rights of persons under the age of 18 and secure that they do not perform any hazardous work.

### **Forced Labour**

We will not engage or employ people against their own free will, nor will personnel be required to lodge "deposits" or identity papers upon commencing employment. As a Supplier to IDENDEC SOLUTIONS, we will not engage or employ people through any form of forced, bonded or prison labour. We will follow international legislation on forced labour and human trafficking, including the UK Modern Slavery Act.

### **Freedom of Association and Right to Collective Bargaining**

We recognise our employees' rights to form and join trade unions and to be represented in collective bargaining agreements, and equally their right to remain non-unionised. We will consult with employees and their trade unions on relevant matters and will provide our employees with opportunities to influence their work situation. Where the right to freedom of association and collective bargaining are restricted under applicable local laws or regulations, we will provide our employees with opportunities to influence their work situation.

### **Employment Practices**

We will comply with applicable laws, regulations and agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages paid to employees and hired labour are considered fair and in compliance with applicable laws, regulations and agreements. We will ensure responsible housing and accommodation arrangements for our own and subcontractors' work force in line with applicable local legislation and tariff agreements. As a Supplier to IDENDEC SOLUTIONS, we will offer vacation time, leave periods and holidays to our employees consistent with applicable law and/or agreements. All employees will be free to leave their employment after giving reasonable notice.

We will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

### **Non-Discrimination**

We will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion or any other reason. We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.

**Minority Rights**

We will pay special attention to the rights, requirements, values and integrity of indigenous peoples and other minority groups affected by our operations. To the extent our work may affect indigenous peoples or other minority groups, a process to minimize and manage such impacts will be undertaken.

**Human Trafficking and Sexual Services**

We will not accept any form of human trafficking and sexual services by our employees or subsuppliers' employees in the context of our operations.

**Equality, Diversity and Inclusion**

We shall strive to ensure equality, diversity and inclusion throughout our business, including equal opportunity and strive for a balance between genders, increased diversity and inclusion in all parts and levels of the business.

**Conflict Minerals**

To the extent applicable to our operations, we will have policies and procedures in place to avoid conflict minerals or unsustainably mined minerals produced at high environmental or social costs are used, including in our supply chain, in relation to deliveries to IDEN TEC SOLUTIONS.

**Whistleblowing – access to remedy**

We will ensure that all our employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this Supplier Declaration. We will ensure that all reported concerns will receive a fair and comprehensive investigation conducted with relevant internal and/or external assistance. IDEN TEC SOLUTIONS shall be notified of the results of any investigation that have an impact on activities in contracts with IDEN TEC SOLUTIONS.

We will ensure that grievances/complaints related to the principles in this Supplier Declaration within our sphere of influence are handled professionally and that corrective measures are put in place as appropriate.

We acknowledge that IDEN TEC SOLUTIONS values transparency and encourages all its business partners and their employees to report any concerns about potential violations of this Supplier Declaration or applicable laws or regulations to IDEN TEC SOLUTIONS. Such reports may be made through IDEN TEC SOLUTIONS' whistleblowing channel available on its homepage or to another contact person within IDEN TEC SOLUTIONS.

**3. Safety, Health, and Security****Health and Safety**

We will work ambitiously, through continuous improvement, for a healthy, safe, and secure work environment which as a minimum is in accordance with applicable laws and regulations. As a Supplier to IDEN TEC SOLUTIONS, we will strive to have the best possible management system for HSSE.

**Security Resources**

We will observe strict requirements for the selection of security contractors to avoid human rights risks in countries where security firms are not properly regulated.

**4. Environment and Climate****Environment**

We will work to minimize negative impacts on the environment, taking into consideration the full life cycle of our products. We shall strive to establish carbon accounting according to the Greenhouse Gas Protocol, track and report on progress and establish climate and emission reduction targets.

We will upon request provide information about our emissions and energy sources to IDEN TEC SOLUTIONS. We are encouraged to use renewable power, green fuels, and other green supplies and improve our energy efficiency over time.

We shall strive to minimize adverse environmental impact, reduce waste, and optimize the use of natural resources and work towards circular business models. For any waste created, we will ensure that all waste disposal is managed in a safe manner for people and the environment with proper identification and treatment.

We will minimize the use of hazardous materials in our operations and manage any hazardous waste safely. Pollution should be prevented or managed safely. We will strive to protect, preserve, and restore the environment and biodiversity on land, oceans and water-related ecosystems and strive to minimize adverse impacts.

We will comply with applicable national environmental legislation and discharge permits.

**Community impact and engagement**

We will responsibly manage impacts on people in local communities, engage with them through an ongoing dialogue and account for local needs and expectations in operations.

We shall strive to reduce economic inequality and advancing socioeconomic development of local communities by supporting local organizations and source locally when possible. We shall respect local communities' livelihood by ensuring responsible management of common resources on land and in the ocean.

**5. Standards towards own Suppliers**

We will ensure that our own suppliers and subsuppliers conduct their business in a manner consistent with the principles set forth in this Supplier Declaration and we will seek to include and follow-up on these requirements in our business relationships with them