

## **YAGEO Nexensos Supplier Code of Conduct**

As an international company with a long tradition, YAGEO enjoys a good reputation worldwide. The YAGEO Nexensos Code of Conduct describes the framework within which we operate. With this Supplier Code of Conduct ("Code of Conduct"), we want to ensure that we only work with suppliers who are committed to principles similar to those set forth in our Code of Conduct.

This Code of Conduct applies to all suppliers worldwide who have a business relationship with YAGEO Nexensos.

### **1. Compliance with Laws, Regulations and Internationally Recognized Standards**

The supplier agrees to YAGEO to comply with all legally binding regulations, including but not limited to applicable fair and equitable competition laws, applicable export and import prohibitions, applicable customs and tax regulations, and applicable legal requirements for the protection of the environment.

### **2. Bribery and corruption**

Supplier agrees not to promise or make any gratuities, directly or indirectly, to YAGEO employees as consideration for the purchase of Supplier's products or services. If the supplier works with intermediaries or consultants in the business relationship with YAGEO, the supplier must ensure that these intermediaries or consultants also do not promise or make any gratuities to YAGEO employees for the purchase of products or services.

### **3. Social requirements and working and environmental conditions.**

We expect our suppliers to uphold the dignity and fundamental rights of their own employees and to work only with business partners who are also committed to upholding the dignity and human rights of their employees.

The supplier commits to,

- not to employ children who do not meet the minimum legal age for admission to employment in each case
- to respect the personal dignity, privacy and personal rights of individuals
- not to employ or force anyone to work against their will
- not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual or personal harassment and discrimination
- to provide adequate remuneration and to grant the national minimum wage established by law
- to comply with the applicable maximum working hours; and

- to recognize the freedom of association.

#### **4. Environmental protection**

The supplier undertakes to comply with all statutory provisions for the protection of the environment, to minimize environmental pollution and to continuously improve environmental protection.

#### **5. Protection of trade secrets**

The supplier is obliged not to disclose business and trade secrets of YAGEO, but also of the business partners of YAGEO, without permission, nor to pass them on to third parties without written permission of YAGEO or to use them for own purposes without permission.

Company and business secrets in the sense of the above regulations are all documents and information which are not obvious and not generally known and in the secrecy of which YAGEO has an interest.

#### **6. Termination, contractual penalties**

YAGEO has the right to terminate all contracts with the supplier without notice if the supplier violates the obligations resulting from this code of conduct. The supplier is also obliged to indemnify YAGEO from claims of third parties, which are raised against YAGEO due to or in connection with a violation of the resulting obligations.

#### **7. Applicability to Suppliers and Subcontractors**

The obligations arising from this Code of Conduct also apply to the supplier's business partners that the supplier uses to perform services for YAGEO. The supplier undertakes to make reasonable efforts to ensure that the requirements resulting from this Code of Conduct are also fulfilled by the supplier's business partners.



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13.11.2023



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