

# Epignosis Code of Business Conduct and Ethical Standards

*Last Updated: November 16, 2022*

## **I. Introduction**

The Epignosis Group of entities (“Epignosis”) is committed to the highest standards of social and environmental responsibility and ethical conduct. This Code of Business Conduct and Ethical Standards (the “Code”) describes the minimum expectations of Epignosis towards any person or entity it conducts business with. The employees and directors of Epignosis and all personnel display the highest level of integrity, professional conduct, transparency, and legal compliance.

Epignosis expects its customers, suppliers, business partners, and other entities with which it engages into business relationships, including the employees, directors, managers, and all persons representing such entities in performance of their business activities (“you”) to ensure and apply the same level of commitment towards the same fundamental principles, as described in this Code. Should you perform any act that constitutes a breach of this Code, you acknowledge that Epignosis will have the right to immediately terminate its contractual relationship with you.

## **II. Compliance with laws**

The you must operate in full compliance with laws, rules, and regulations of the countries in which they carry out their activities, as well as with all applicable international laws and regulations.

## **III. Respect for Human Rights**

**a. Discrimination:** There must be no discrimination against any person based on age, disability, ethnicity, sexual orientation, gender, marital status, national origin, race, religion, or political affiliation, under any circumstances.

**b. Harassment:** You will not perform any act of violence or harassment, including gender-based violence and harassment against any of their own employees and co-workers, or against Epignosis personnel. The latter act of harassment includes sexual abuses and any kind of abusive conduct against any person.

## **IV. Employment conditions**

We have specific requirements for working conditions which derive from fundamental human rights:

**a. Forced Labor:** You must not resort to any sort of forced or involuntary labor. This includes physical or mental abuse, or any kind of threats towards workers.

**b. Child Labor:** You must only employ workers who meet the legal age of employment in the country of operation.

**c. Minimum wage:** You must pay their workers at least the minimum living wage, provided by their national legislation.

**d. Collective bargaining:** Workers should be allowed to form unions for the establishment of fair wages and working conditions.

**e. Safe and healthy working conditions:** It is essential that all standards of health and safety are met. A safe and hygienic working environment must be provided as well as clean toilet facilities and potable water.

## **V. Environment & Sustainability**

You must maintain an environmental/sustainability policy and adopt suitable measures with the aim to eliminate or reduce environmental impact.

Furthermore, you should adequately assess any environmental, social, and ethical risk that may exist within your organization.

Epignosis is committed to protecting the environment, and environmental responsibility is at the core of how we operate. You undertake to share our commitment towards protecting the environment wherever possible.

## **VI. Ethics**

You must always operate in an ethical manner in every aspect of their business, including relationships, practices, and operations.

- a. Anti- Bribery & Corruption:** You will not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. They will abide by all applicable anti-corruption laws and regulations of the countries in which they operate, including applicable international anti-corruption laws and regulations. Under no circumstances will you offer a gift of substantial value to an employee of Epignosis.
- b. Conflicts of Interest.** You shall use your best efforts to ensure that you do not create or encourage conflicts of interest.
- c. Competition Law:** You are expected to adhere to the requirements of all applicable competition laws and regulations.
- d. Fair Business Standards.** Standards of fair business, advertising and competition are to be upheld.