



Supplier Declaration

Background

The CodeIT Group companies (hereinafter CodeIT) operate across country borders and have a responsibility to act in accordance and with accordance with country law and regulations, culture, and international standards for human rights.

This Supplier Declaration illustrates what CodeIT expects of suppliers and Business Partners regarding business conduct, human rights, workers' rights, the environment, and corruption.

Laws and regulations

As a Business Partner to CodeIT we will perform our work in accordance with the highest ethical standards and act in accordance with national laws and regulations.

Hospitality and gifts

As a Business Partner to CodeIT we shall not offer or accept illegal or unlawful gifts or other forms of remuneration to secure business-related or private benefit, or benefit for employees, customers, agents, suppliers, or government officials. We will not give or receive gifts, travels, discounts, bonuses, or other benefits that could potentially influence one's own or the recipient's actions in service except for promotional items of minimal value. Social events shall be kept within reasonable limits and have a clear business purpose. CodeIT shall pay their own travel costs in relation to such events.

Conflict of interest

We will not take part in any decision that can give rise to a conflict of interest. If a potential conflict of interest arises, we will notify CodeIT immediately.

Wages, gender equality and equal pay

CodeIT adhere to the ILO Convention No. 13. We confirm that wages, benefits, working hours and workers' rights shall as minimum meet national legislation, legal standards or industry

standards, whichever is higher. Workers have the right to join or form trade unions of their own choosing and to bargain collectively.

We follow the principle of gender equality and equal pay and do not accept any form of discrimination in the workplace based on race, gender, social status, sexual orientation, disability, religious or political affiliation.

We shall not under any circumstances accept child labor and adhere to the UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146.