

Supplier code of conduct

1 November 2021



Code Overview Purpose

The intent of this Code is to clearly communicate the expectations Evos places upon our suppliers – Including throughout their own supply chains when providing products and services to us. By Suppliers we mean any organisation that provides products and services to Evos. Our suppliers must review this Code and acknowledge that it has been read and understood. This Code will be reviewed and amended (if required) annually. Suppliers to Evos should check for the most recent version on our website.

Regional Scope

The term 'Evos' refers to Evos B.V. and to any company that Evos B.V. has a majority stake in, or is controlled – directly or indirectly – by Evos B.V. This Code applies to all entities affiliated to Evos.

ARTICLE 1. COMMITMENT

Evos expects the highest ethical practices and professional standards from its employees through their commitment to the values, responsibilities and rules of behaviour as set out in our Code of Conduct. We are an organization that promotes our principles: unceasing honesty, responsibility, confidence and creativity. We expect our suppliers, and their supply chain, to adhere to their own similar codes of

conduct. Having regard to the size and nature of their business, we also expect our suppliers to have management systems in place which support compliance with applicable laws and regulations.

ARTICLE 2. ETHICS

Anti-bribery and corruption and business integrity

We expect our suppliers to comply with all applicable laws and regulations that aim to prevent bribery and corruption. Evos will not tolerate, in particular, corrupt activity involving government officials, commercial business partners or the receipt or offer of bribes or 'kickbacks' or any other improper inducements for business or financial gain (which includes illegal 'facilitation payments').

In all cases, gifts or entertainment shall not be offered to improperly influence a business relationship and must not violate applicable laws or ethical standards. Evos expects its suppliers to be similarly intolerant of corrupt activity and to have appropriate and adequate procedures to prevent such activity from taking place.

Sanctions and Export Controls

We expect our suppliers to conduct business in compliance with all applicable laws, regulations and sanctions governing: · export, re-export, import of products, technical data, software and services; and · economic sanctions and embargoes.

Money Laundering

We expect our suppliers to comply with all applicable laws and regulations that aim to prevent money laundering and to maintain adequate procedures and controls to avoid being – directly or indirectly – involved in money laundering. This includes the identification of red flags relating to money laundering.

Conflicts of Interest

Suppliers shall disclose to Evos any situation that could constitute a conflict of interest, such as Evos employees having professional, private and/or significant financial advantages or interests in any of the supplier's businesses. Fair Competition Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws. Our suppliers are expected not to enter into formal or informal anti-competitive arrangements that improperly restrict competition.

Privacy and Trade Marks

Suppliers shall safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected. Suppliers shall not use Evos' name or marks or that of our affiliates or products in publicity or advertising without Evos' prior written consent.

Data Privacy and Data Protection

Suppliers' information systems that contain Evos' confidential information or data shall be appropriately managed and protected against unauthorized access, use,

disclosure, modification or destruction. Suppliers shall collect personal information only for legitimate business purposes, use it in a legal, transparent and secure manner, share it only with those who are allowed access, protect it in accordance with security policies, retain it only for as long as necessary, and obligate third parties with access to personal information to protect it.

Accurate and honest recordkeeping

We expect our suppliers to:

- maintain books and records that reflect all transactions in an accurate, honest, and timely way;
- employ appropriate quality audit and compliance processes for matters such as product safety, worker health and safety, and labour and employment; and
- disclose, on request, the location of facilities and known origins of materials to enable traceability.

Quality, Health, Safety and Environment

We expect our suppliers to:

- provide safe and healthy working conditions at all of their operations, with appropriate training to perform the jobs safely;
- comply with applicable laws and regulations regarding all product and services they provide and regarding the environment and not tolerate non-compliant environmental pollution;
- conduct their business in a manner that actively manages environmental risks; and
- have suitable sustainable certification related to the primary materials in their product.

Employment integrity

- carry out our business activities with respect for people's fundamental dignity and human rights and employ, reward and promote people based on their competence and on the principle of equal opportunity;
- never use or tolerate the use of or engage in human trafficking, slavery or forced labour, or child labour as defined by the international Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, or other breaches of basic human rights;
- not use forced, bonded or involuntary labour so that, for example, workers are free to leave after their shift ends, or to resign their employment after giving reasonable notice. In particular, we expect compliance with global supply chain requirements such as those covered by the UK Modern Slavery Act 2015, and other equivalent jurisdictional requirements.
- foster an inclusive work environment that is free of harassment and discrimination;
- respect employees' rights to organize and bargain collectively; and • meet or exceed all legal requirements for compensation and working conditions;

ARTICLE 3. SUPPLY CHAIN MANAGEMENT

Evos has a responsibility to stakeholders to ensure its entire supply chain is aware of, and adheres to, its principles. We are committed to helping our suppliers comply with the Code and in turn, expect our suppliers to require their own supplier to comply with the Code. We expect our suppliers to act with integrity and fairness, adhere to applicable laws, and behave in a manner that is consistent with our standards and principles.

We expect that our suppliers will:

- proactively work with their own suppliers to ensure the principles within this Code are met.
- demonstrate a willingness and commitment to comply with this Code of Conduct. · actively manage performance and risk and proactively bring anything of concern to Evos' notice in a timely manner.
- cooperate fully with Evos or its nominated auditor by providing reasonable access to its premises, its staff and relevant documentation, as required.
- have a documented and tested Business Continuity Plan (BCP) in place in the event of a crisis (e.g. fire, flood) to maintain key business operations.

ARTICLE 4. ASSESSMENT

We reserve the right to carry out regular assessments of the practices of our suppliers to ensure alignment with the Code. This may include self-assessment by suppliers, or a request for additional information, or on-site visit. We also reserve the right to audit our suppliers.

We expect that our suppliers will:

- respond in full and be open and honest in response to any request for information.
- complete an agreed corrective action plan until a satisfactory level of improvement is reached should any breaches or shortcomings regarding the Code be identified.

ARTICLE 5. SPEAK UP CHANNEL

We expect that suppliers have a whistleblower policy or process that is clearly communicated and understood by employees, protecting employee whistleblowers and prohibiting retaliation or victimisation.

Suppliers and their employees with information or concerns in relation to any act of internal fraud or unethical behaviour by Evos staff have the option of reporting the issue via Evos Integrity Line: evos.integrityline.com.