

SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct applies throughout the Netigate Group, hereafter referred to as Netigate, and includes all relationships between Netigate and our suppliers.

Netigate supports international initiatives and guidelines that have the common aim of encouraging and facilitating sustainable corporate management.

These principles and guidelines are key concepts in Netigate work and form the basis for this Supplier Code of Conduct.

Netigate also aims to seek, encourage, and contribute to sustainable development. By setting out clear requirements for its suppliers, Netigate aims to contribute to the development of more sustainable goods and services. Netigate encourages all its suppliers to act in the same manner regarding their own suppliers.

Based on the ten principles of the Global Compact, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the ILO core conventions, Netigate expects its suppliers to act in accordance with the following principles relating to human rights, labor, the environment and anti-corruption, and taxation.

Within the following areas, suppliers should:

HUMAN RIGHTS

- support and respect the protection of internationally proclaimed human rights
- ensure that they are not complicit in human rights abuses

LABOUR

- uphold the freedom of association and recognize the right to collective bargaining
- eliminate and combat all forms of forced or compulsory labor
- in no way be involved with any form of child labor
- not accept any form of discrimination in the workplace

ENVIRONMENT

- support preventative action to counteract environmental problems
- support a precautionary approach to environmental challenges
- take initiatives to increase environmental awareness

- encourage the development of environmentally friendly technologies
- work actively to minimize the operation's negative environmental impact

ANTI-CORRUPTION

- work against corruption, extortion, and bribery in all their forms
- ensure that their own organization is not involved in money laundering, corruption, extortion, or bribery

TAXATION

- Fulfil tax obligations in accordance with the current tax legislation in the countries where the supplier is involved in any form of operations
- Provide the correct information, based on business principles, to the tax authorities responsible

UNDERTAKING

The supplier undertakes to implement and live up to the abovementioned principles in its own business operations.

FOLLOW-UP

It is the responsibility of the supplier to regularly review its own operations and those of its sub-contractors, to ensure that this Code of Conduct is adhered to. The supplier is not obliged to give Netigate access to its cost structure or information regarding other customers. Netigate must comply with the security requirements set by the supplier in conjunction with follow-up and checks.

Deviations Netigate aims to have long-term, sustainable business relationships, and regards good communication with its business partners as essential to achieving this. If the supplier detects any deviations regarding any of the above-mentioned principles, they must contact Netigate.