

## SUPPLIERS CODE OF BUSINESS CONDUCT

Based on [VIRIDIEN's Code of Business Conduct](#), the present Suppliers Code sets the basic standards we expect you as a VIRIDIEN Supplier to comply with.

VIRIDIEN recognizes and adheres to the ten principles of the United Nations Global Compact on which this Code is based, derived from:

- The Universal Declaration of Human Rights;
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work;
- The Rio Declaration on Environment and Development;
- The United Nations Convention against Corruption.

Our Suppliers are an integral part of the business operations of VIRIDIEN. We are committed to doing business with Suppliers who conduct business in a safe, legal and ethical manner with respect for employees, local communities and the environment. Consequently, we request our Suppliers to ensure their operations are undertaken in accordance with the following commitments.

### General Compliance

- You must abide by all applicable laws and regulations, in particular those related to (but not limited to) export, import, trade control, anti-corruption, anti-trust/competition, environmental stewardship, money laundering, anti-facilitation of tax evasion, data privacy, cybersecurity and social responsibility.

### Local Communities

- You must strive to minimize negative impacts of operations on communities where we operate and optimize potential positive impacts.

### Business Integrity / Ethics

You must:

- Protect VIRIDIEN confidential information, proprietary information and personal data from any unauthorized disclosure and shall only use this information for legitimate business purpose;
- Foster a culture of cybersecurity to protect the confidentiality, integrity and availability of you and VIRIDIEN's information assets in accordance with all applicable laws;
- Refrain from trading in securities or encouraging others to do so based on confidential information received from VIRIDIEN;
- Use VIRIDIEN's assets in a responsible manner and only for legitimate business purposes;
- Abstain against fraud and refrain from any money laundering activities;
- Avoid any conflict of interest (potential, actual, or perceived), in particular when personal interest may influence professional interests;
- Reject any form of corruption: active or passive, private or public, direct or indirect. Facilitation payments are totally prohibited;
- Not propose to, give to or receive from VIRIDIEN's employees, VIRIDIEN's representatives or any other persons (including public officials) any gift, entertainment invitation, hospitality, meals unless they are reasonable in term of amount, occasional, in the ordinary context of business relations, and transparently recorded in the accounts and legally permitted. Gifts of cash or cash equivalents are prohibited. Gifts, entertainment invitations, hospitality meals are prohibited when they may unduly influence an imminent decision;
- Follow a fair process in the selection of your suppliers and subcontractors;
- Use Social Media in a responsible manner. Posting videos or pictures or other types of content of VIRIDIEN's working places, equipment or other assets is subject to VIRIDIEN's prior written approval;
- Keep accurate records of all matters related to your activities with VIRIDIEN and provide a copy upon request.

**Human and Labor Rights**

You must:

- Respect the personal dignity, privacy and rights of each employee;
- Not employ workers under the age of 16 or such higher age in compliance with local labor laws and regulations. For young workers aged between 16 and 18, International Labor Organization and applicable national regulations shall be complied with;
- Not tolerate any unacceptable, humiliating, threatening, abusive or exploitative treatment of employees or engage/support trafficking in human beings;
- Not make anyone work against his/her will and must allow employees to freely leave employment after reasonable notice;
- Recognize, in accordance with applicable laws, the right of free association and collective bargaining of employees and to neither favor nor discriminate against employees’ representatives or members of employee organizations/trade unions;
- Avoid all types of discrimination and promote equal opportunity and fair treatment of employees;
- Provide fair remuneration and not make wage deductions for disciplinary reasons;
- Comply with the maximum number of working hours, overtime, and rest periods laid down in applicable laws;
- Avoid human rights abuses when using security resources.

**Health, Safety, Security and Environment**

You must:

- Ensure the health, safety and security of all employees at the workplace;
- Control hazards and take the best precautionary measures against accidents and occupational diseases;
- Provide training and ensure that employees are educated in health, safety and security issues;
- Prevent or minimize environmental impacts and strive to initiate actions to improve your environmental posture;
- Immediately inform VIRIDIEN should you be (or be made) aware of any potential harmful impact of your products on human health and/or the environment.

You must promote the above principles of the Suppliers Code of Business Conduct within your own supply chain and encourage your own suppliers to support them and comply with them.

Our relationship is based on professionalism, integrity, trust and respect. You may also demonstrate your commitment to those principles through compliance with your own code of conduct or company policies that embrace these principles. However, VIRIDIEN may verify your compliance to these principles by any of the following methods: self-assessment, on site-audit, certification or statement.

Questions or report of any violation in relation with this Code must be directed to the VIRIDIEN Ethics Committee ([ethicscommittee@viridiengroup.com](mailto:ethicscommittee@viridiengroup.com) or by using VIRIDIEN’s Ethics Hotline at [www.viridiengroup.ethicspoint.com](http://www.viridiengroup.ethicspoint.com)).

<b>Date:</b>		<b>Supplier’s Business Name:</b>	
<b>Name:</b>		<b>Title:</b>	
<b>Signature:</b>			