

Supplier code of conduct

At Vitec, we are committed to sustainable and ethical business practices across our global operations. We expect our suppliers and partners (hereby named Supplier) to share this commitment and uphold similar standards. This Supplier Code of Conduct outlines our expectations regarding ethical conduct, human rights, environmental responsibility, and compliance with applicable laws.

Compliance with Laws and Regulations

Suppliers shall comply with all applicable local, national, and international laws, rules, and regulations. This includes but is not limited to labor laws, environmental laws, and anti-corruption regulations.

Human Rights and Labor Standards

- Suppliers shall respect and uphold internationally recognized human rights, ensuring no forced, bonded, or child labor is employed.
- Suppliers shall provide fair wages, fair working hours, and safe working conditions for all employees, without discrimination or harassment.
- Suppliers shall provide a safe and healthy working environment and actively promote the well-being of their employees.

Environmental Responsibility

Suppliers are expected to minimize their environmental impact by:

- Reducing waste, emissions, and energy consumption.
- Promoting the use of sustainable materials and practices.
- Complying with all relevant environmental regulations.

Ethical Business Practices

Suppliers shall conduct business with integrity and transparency, banning any form of corruption, bribery, or fraud. All business dealings must be accurately documented and disclosed where necessary.

Data Privacy and Security

Suppliers shall protect all confidential information, respecting data privacy laws and regulations and ensuring that data security practices are in place.

Continuous Improvement

Suppliers are encouraged to continuously improve their practices in alignment with the Supplier Code of Conduct and work collaboratively with Vitec to meet shared sustainability goals.

Acknowledgment and Commitment

By supplying products or services to Vitec, the supplier confirms that it complies with Vitec Supplier Code of Conduct or with its own internal policies and procedures on ethical conduct, human rights, environmental responsibility, and applicable laws, which are in alignment with the principles outlined in the Vitec's Supplier Code of Conduct.

Vitec's commitment – A fair treatment of suppliers:

At Vitec, we are committed to treating our suppliers fairly and with respect. This includes:

- Timely Payments: Ensuring all payments are made as per agreed terms.
- Clear Communication: Providing transparent and prompt updates on orders and contracts.
- Respect for Contracts: Honoring all contractual obligations and addressing disputes professionally.

This policy was approved
by the Group Management of Vitec Software Group on November 13-14, 2024.