



## Supplier Code of Conduct

This Code of Conduct for suppliers (the "Code") is of crucial importance for Evernex together with its subsidiaries and affiliates (the "Company" or "Evernex"). It sets out the fundamental principles and ethical values to which Evernex and its employees adhere and comply.

For better readability, we refrain from using the language forms female, male and diverse simultaneously in this Code of Conduct. All references to persons in the generic masculine form apply equally and equally to all genders.

The satisfaction of our clients and employees is the foundation of Evernex' strategy, while respecting our natural and societal environment. Our entire organization is oriented towards this satisfaction and aims to offer adapted, specific and innovative solutions in the fields of IT maintenance, trading and leasing.

Favorable to sustainable and harmonious development, Evernex wants to remain committed to profitable growth and creates value on the long-term. That is why Evernex joined the UN Global Compact in 2015, the United Nations International Compact taking into account the social and environmental impacts of globalisation.

In accordance with our Corporate Social Responsibility Policy available on Evernex website <https://www.evernex.com/sustainability-and-csr/>. Evernex applies these values and principles in the performance of each of its activities, and expects its direct and indirect suppliers, sub-contractors, consultants, vendors and partners (the "Suppliers") to undertake to comply with applicable laws and regulations, the standards set out in the Code, as well as to ensure compliance with the Code by their employees, suppliers, subcontractors and any other entity involved in providing goods and services to or on behalf of Evernex.

The Suppliers shall then do their utmost to respect and implement the principles and values set forth in this Code, through their whole supply chain.

Based on Evernex core values addressing business ethics, social and environmental commitments, Evernex requires the Suppliers to adhere to this Code, available on the our [website \(https://www.technogroup.com/en/about-us-this-is-technogroup/\)](https://www.technogroup.com/en/about-us-this-is-technogroup/) and which will be attached incorporated and applicable under all the contracts entered between them.

This Code is not exhaustive and will be updated as necessary.

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## **SCOPE OF THIS CODE OF CONDUCT**

This Code applies to all Suppliers who will do business with Evernex. Compliance with this Code is a condition of doing business with Evernex. The minimum requirements set forth hereby apply throughout the supply chain. As a result, Suppliers shall communicate these requirements and require compliance by their subsidiaries and affiliates, directors, officers, employees and any other parties that perform any business activities with Evernex, such as consultants and subcontractors.

## **VALUES AND ETHICAL BEHAVIOR**

Evernex requests its Suppliers that they strictly comply with this Code and that they apply, on a daily basis, the values and principles set forth in this Code. Suppliers of Evernex must act with integrity and in accordance with the highest ethical and deontological standards in all circumstances. This requires performing their activities in compliance with the laws and regulations in force.

Each Supplier of the Company will ensure the strict application of laws, regulations and internal standards. They will act in a fair, honest and transparent manner.

## **HUMAN RIGHTS**

Suppliers must respect internationally applicable human rights and shall avoid being complicit in human rights abuses of any kind.

Suppliers shall commit to high standards of social responsibility and ethical conduct. They shall respect the personal dignity, privacy and rights of each individual. Slavery in all forms is forbidden. Suppliers shall adhere to all standards drawn up by the International Labor Organization (ILO).

Suppliers shall provide safe working conditions, treat employees with dignity and respect, and act fairly and ethically wherever they perform services. Suppliers shall commit equal opportunity employer and abide by all fair labor practices. They shall ensure that their activities do not directly or indirectly violate human rights in any country, do not traffic persons or use any form of slave, forced, bonded, indentured, child or prison labor.

Suppliers shall ensure that their employees may openly express themselves in their company concerning matters related to their working conditions.

## **RIGHTS OF SUPPLIERS' EMPLOYEES**

Suppliers shall treat their employees in a fair and respectful manner and provide a workplace environment in which employees feel comfortable asking questions or expressing concerns related to their working conditions.

Suppliers shall seek to implement internationally recognized standards, e.g. ILO conventions, without violating national legislation.

At minimum, Suppliers must comply with applicable laws, regulations and standards regarding labor rights, employment practices and working conditions.

## **CHILD LABOUR**

Child labor is strictly prohibited. "Child Labor" means the definition of ILO-IPEC and of Article 32 of the United Nations Convention on the Rights of the Child.

## **WORKING HOURS**

Working hours, including overtime, shall comply with applicable local laws. Where no national legal standards exist, ILO standards shall apply. Suppliers shall respect the individual worker's need for recovery and secure that all workers have the right to adequate leave from work with pay.

## **REMUNERATION**

The Supplier shall provide remuneration according to national legal standard on minimum wage. Where no national legal standards exist, the remuneration shall be sufficient to meet basic needs (ILO C131 – Minimum Wage Fixing Conditions). The Supplier shall not use deduction from wages as a disciplinary measure.

## **DISCRIMINATION**

Suppliers shall prohibit and fight negative discrimination based on race, color, sex, sexual orientation, language, disability, religion, political or other opinion, national or social origin, property and shall promote diversity and equality of opportunity. Suppliers shall treat all employees with respect and shall not use corporate punishment, mental or physical coercion, any form of abuse or harassment or threat of such treatment.

## **HEALTH AND SAFETY**

The Supplier shall provide its workers with a safe and healthy workplace and should implement effective programs to – where necessary - improve the working environment. The Supplier shall do its utmost to control hazards and take necessary precautionary measures against accidents and occupational diseases. The Supplier shall provide adequate and regular training to ensure that workers are educated on health and safety issues. This shall include provision and instructions to use appropriate personal protective equipment. The Supplier shall secure that, where it provides accommodation, it shall be clean, safe and meet the basic needs of the workers, and, where appropriate, for their families.

## **EQUAL OPPORTUNITIES AND ANTI-HARASSMENT MEASURES**

The Supplier shall commit to provide a work environment that enables equal access to employment for all.

This equality of opportunity is reflected in recruitment, placement, discipline, training, promotion and other working conditions and benefits.

In this context, Evernex expects each of its Supplier to treat his/her interlocutors with respect and dignity. Behaviors such as harassment, violence, bullying and discrimination based on the true or supposed affiliation or non-affiliation to a race, ethnic group or a nation, gender, age, color, religion, sexual orientation, gender identity and expression, disability, marital status, or any other characteristic protected by applicable laws are unacceptable and will not be tolerated.

Respect for all is a fundamental prerequisite in any working relationship and we strive to ensure that these principles are maintained.

Thus, no unacceptable conduct will be tolerated, in particular:

- sexual advances, requests for sexual favors, sexually explicit language, indecent jokes, inappropriate images, remarks about a person's body or sex life, and inappropriate gestures; and

- any action that unreasonably interferes or hinders an employee's professional performance and, more generally, any disturbing behavior.

## **ENVIRONMENT, STEWARDSHIP AND SUSTAINABILITY**

Evernex recognizes the need to protect the natural environment. As such, Evernex follows ISO 14001 since 2013 and envisages to deploy a worldwide Climate Strategy for the group.

Evernex encourages its Suppliers to perform waste collection and internal recycling, as well as eco-friendly habits.

Evernex requires all Suppliers that they respect national and international environmental standards throughout their supply chain. Evernex' Suppliers are also required to be proactive in maintaining a sustainable environment and to provide services/products that are more sustainable.

Suppliers shall obtain, adhere to and maintain all environmental permits required for their operations. Suppliers must comply with all applicable environmental laws and regulations.

## **RECORDS AND TRANSPARENCY**

All economic transactions carried out by Suppliers shall be entered clearly and accurately in accounting records. The accounting records shall present a true and fair view of the transactions actually carried out and shall be made available to the internal and external auditors.

Employees in charge will be required to enter the required financial information in a complete, clear and precise manner, so that it reflects, at the corresponding date, the exact nature of the transactions.

Accounting records shall at all times be available to the internal and external auditors. To this end, Suppliers commit to providing its employees with the necessary training to enable them to know, understand and fulfil the commitments established by the company in terms of internal control of financial transactions.

## **DATA PROTECTION AND DATA SECURITY**

The Supplier shall commit to protecting privacy and Personal Data regardless of where it is processed and regardless of its location.

The Supplier shall comply with applicable privacy laws and regulations and respect the privacy rights of their employees and any other individuals or entities with whom they do business.

For purpose of definition, "Personal Data", means information enabling a natural person to be identified, directly or indirectly, in particular by reference to an identifier, such as a name, an identification number, location data, an online identifier, or one or more elements specific to his/her physical, physiological, genetic, mental, economic, cultural or social identity. These personal data are protected by specific regulations (in Europe, including France, the General Data Protection Regulation, or "GDPR", and the Data Protection Act ("Loi Informatique et Libertés")) and any other local applicable laws and regulations).

Suppliers may have access to the Personal Data of their employees, customers, and business partners and thus Suppliers are committed to complying with the GDPR and all applicable privacy and data protection laws in all jurisdictions in which they operate.

These data are collected, stored and used only for the purposes intended and within a legal framework; they require appropriate information and/or the consent of the person concerned, as required by local legislation.

Employees, managers and directors, who have access to Personal Data, must ensure that they are not disclosed in violation of the relevant supplier's policies and practices or applicable law.

Personal Data must always be kept up to date, accurate and secure and must not be kept longer than necessary. Suppliers shall adhere to Evernex Data Protection Policy available on <https://evernex.com/data-protection-policy/>

Suppliers can make a request to exercise any of their rights in relation to Personal Data and may notify any known or suspected breach of data security, by sending a request by mail to Evernex: [data.officer@evernex.com](mailto:data.officer@evernex.com) or use the Integrity Line available on <https://evernex.integrityline.org/>.

## **CONFIDENTIALITY**

Suppliers must protect the confidentiality of information and data acquired in carrying out their duties and responsibilities, to use such information only for business purposes, to disclose it only to person who need to know it for the purposes defined by the management or agreed with third-party concerned, and to protect it against unauthorized or accidental disclosure by use of physical or IT protection devices.

Suppliers shall protect all confidential information from any unauthorized access, destruction, modification, wrong use and disclosure.

## **INTELLECTUAL PROPERTY**

Suppliers shall respect and as far as access is possible protect the Intellectual Property Rights of Evernex and its clients. Any transfer, technology and know-how shall be made in a manner which protects intellectual property.

For the purpose of the definition herein, "Intellectual Property Rights" means patents, trademarks, trade names, design rights, copyright (including rights in computer software and moral rights), database rights, rights in know-how and other intellectual property rights, in each case whether registered or unregistered and including applications for the grant of any of the foregoing and all rights or forms of protection having equivalent or similar effect to any of the foregoing which may subsist anywhere in the world.

## **CONFLICT OF INTERESTS**

Suppliers and their directors, officers, employees are likely to find themselves confronted with situations in which their personal interest, or that of natural or legal persons to whom they are related or to whom they are close, may be in contradiction to the interests of the group to which they belong.

They must avoid situations that could create a conflict between their personal interests and those of the company for which they are working. They must also refrain from representing themselves and from intervening or influencing decisions in which, directly or indirectly, they themselves have a personal interest.

No employee working for Suppliers may offer his/her services in any way to a competing company without the express prior authorization of the management and subject to the provisions mentioned in his/her employment contract.

In the event of a personal conflict of interest, the employee must show loyalty toward its company, appeal to his/her judgment and alert his/her direct or indirect supervisor to the occurrence of such a conflict personally involving the employee so that, while respecting the confidentiality and privacy of individuals, the relevant measures can be adopted not only in favor of the company, but also of the individuals concerned.

## **MARKETPLACE PRACTICES**

Evernex practices fair competition in all its markets and in no way admits deceptive, fraudulent or malicious conduct.

As such, Evernex expects its Suppliers to respect all applicable competition and antitrust laws and regulations in all business relations.

## **FINANCIAL TRANSACTIONS AND INSIDER INFORMATION**

The use of confidential information for trading purposes or to give indications to others for speculative purposes is both unethical and illegal. Material internal information includes any information about a company (Evernex, Suppliers, shareholders or customers) that has not yet been publicly disclosed and is considered important in investors' decisions to buy or sell shares of that company. Suppliers shall not disclose any of this information to others (for example, a relative, colleague or friend), who might benefit from it.

In the event of inadvertent disclosure of insider information to a third-party, Supplier must immediately inform Evernex as any breach of legislation relating to insider trading may be liable to Evernex as well as to the person concerned.

## **FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING**

Evernex implements a "zero tolerance" policy toward all forms of corruption, influence peddling, illegal taking of interest, misappropriation, or favoritism. Evernex adheres to the highest integrity standards and comply with all applicable anti-corruption laws, including the Foreign Corrupt Practices Act ("FCPA"), UK Bribery Act ("UKBA"), the Directive (EU) 2017/1371 on the fight against fraud, the local anti-corruption laws as set forth in the local Criminal Code, as well as all foreign or national anti-bribery and anti-corruption laws and regulations applicable in each country in which Evernex operates, and any law designed to implement the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (collectively the "Anti-Bribery Laws").

Suppliers shall adhere to the highest integrity standards and must comply with the Anti-Bribery Laws.

Suppliers shall also refrain from any form of corruption or even actions that could potentially be construed as such.

Accordingly, Suppliers working within or with Evernex should never:

- propose, without right, at any time, directly or indirectly, to a person who, without being the depositary of the public authority, nor entrusted with a public service mission, nor invested with a public elective mandate, exercises, within the framework of a professional or social activity, a management function or a job for a natural or legal person or for anybody, offers, promises, gifts or advantages of any kind, for itself or for others, to perform or refrain from performing, or because it has performed or refrained from performing an act of its activity or function or facilitated by its activity or function, in violation of its legal, contractual or professional obligations;
- approve, solicit, receive or accept, without right, at any time, directly or indirectly, offers, promises, gifts or benefits of any kind, for themselves or for others, to perform or have performed, to abstain or to have abstained from performing any act of their activity or function or facilitated by their activity or function, in violation of their legal, contractual or professional obligations; and
- at any time, offer, directly or indirectly, without right, offers, promises, gifts or advantages of any kind to a person entrusted with a public authority, or entrusted with a public service mission or holding a

public office ("Public Official") or a foreign public official, for themselves or for others (i) to perform or refrain from performing, or because they have performed or refrained from performing, any act of their office, mission or mandate, or facilitated by their office, mission or mandate; (ii) to abuse, or because it has abused, its real or supposed influence in order to obtain distinctions, jobs, contracts or any other favorable decision from a public authority or administration.

In concrete terms, Evernex does not tolerate the granting of bribes, bonuses, improper or illegitimate advantages given or received for the purpose, for example, of concluding in return a remunerative contract for the Company's activity or obtaining a professional decision in its favor.

No internal or commercial pressure can justify behavior that involves acts of corruption. The Company will treat corruption cases with the utmost intransigence.

Influence peddling, counterpart of corruption, is a criminal offense. Influence peddling consists in offering a Public Official an advantage in order to abuse, or because he/she has abused, his/her real or supposed influence in order to obtain from a public authority or public administration distinctions, jobs, contracts or any other favorable decision.

The person who is guilty of corruption could expose himself/herself, Evernex, its employees and Suppliers to legal proceedings and criminal sanctions.

In addition, the Supplier shall comply with the then-applicable international and local anti-money laundering laws. As such, Supplier shall take all the appropriate measures to prevent money laundering.

## **ILLUSTRATIONS FOR PREVENTION AND FIGHT AGAINST CORRUPTION**

As examples, and without being limitative, the following situations characterize acts of corruption:

- requests for gifts and/or hospitality benefits from customers in exchange for the conclusion of a contract;
- requests from customers, Public Officials and business partners for specific favors (e.g., contracting with a company held by a member of their family or offering a job position for a member of their family or relatives) in exchange for the conclusion of a contract;
- hiring a business provider as sub-contractor in order to obtain undue advantages vis-à-vis competitors;
- invitations to major clients to events funded by the Company and/or Suppliers in order to obtain an under advantage;
- proposal from a customer to pay an amount in cash to an employee of the Company and/or Suppliers in order to obtain a discount on the contract price;
- increasing the price of a contract in order to receive unlawfully and personally an amount taken from the percentage of this increase;
- gratuity of any kind offered to an intermediary in order to be favored when participating in a call for tenders;
- gratuity of any kind offered to a Public Official in order to obtain a permit, a license or any other undue advantage;
- gratuity of any kind offered to a Public Official in order to speed up the examination of an ongoing case;
- gratuity of any kind offered to a Public Official in order to obtain a favorable decision;
- gratuity of any kind offered to a Public Official in the context of a tender to a contract so that he/she abuses his/her position to obtain information on prices/amounts/services to be determined; and



- invitation to an event or dinner to an influential Public Official in charge of a change in legislation that would affect the Company in order to guide its opinion or the text of the law.

These few examples should help Suppliers to understand the behaviors to be banned.

Suppliers must necessarily know that their assessment of the situation is essential in order to identify a potential situation of corruption and to avoid it. Everyone's good judgment will therefore be called upon in the fight against corruption.

Anyone in doubt about the application of anti-corruption rules or about a specific situation may contact their supervisor and/or the legal department.

In addition, all Suppliers must be vigilant when contracting with third-parties. They must always follow the relevant procedure to comply with Supplier's sanctions policy and Supplier Code of conduct as per their Third-Party Due Diligence procedure.

### **FIGHT AGAINST CORRUPTION - INTERMEDIARIES**

Each intermediary must be known for its honesty, good business practices and strict ethical principles, and if the intermediary is a company, have been incorporated for a long time.

An adequate selection of the intermediary, with prior due diligences, must be made by Suppliers. The results of these due diligences must be carefully traced and archived. The selection of the intermediary and the conclusion of the intermediation contract must be approved in accordance with the levels of responsibility in force.

### **FIGHT AGAINST CORRUPTION – GIFTS AND INVITATIONS**

Accepting or offering a gift may give rise to a conflict of interest or corruption, actual or perceived.

Therefore, the Suppliers policy must be to refuse any gift that may be offered (other than a symbolic gift) to any employees by anyone with whom Evernex may have a relationship of any kind.

Suppliers and their employees must also avoid offering gifts and invitations in the private or public sector.

As a matter of principle, Suppliers and employees may not offer gifts or hospitality of any value whatsoever other than those of symbolic value and only in the context of normal and established relationships that do not involve a conflict of interest or undue advantage perceived in return.

Thus the following gifts and invitations will never be appropriate and accepted:

- cash or cash equivalents;
- those whose purpose is to obtain undue advantages;
- facilitation payments;
- those prohibited by the laws in force; and
- those made to political parties.

### **DONATIONS AND SPONSORSHIP**

Sponsorship activities may raise anti-corruption issues. All sponsorship activities must be approved by a supervisor to ensure compliance with anti-corruption standards.

Each Supplier's activity must respect the following minimum standards:

- a) All sponsorship activities will be conducted in accordance with the approved budget.
- b) The partners with whom the sponsorship contracts have been concluded will only be reliable and reputable organizations or individuals.
- c) Proper due diligence must be conducted on the potential partner.
- d) In the case of a company, the partner with whom the sponsorship agreement has been entered into must prove that it holds all the certifications and has fulfilled all the requirements to act in accordance with the applicable laws.
- e) The amount paid under the sponsorship agreement must be properly and transparently recorded in the books and records of the Supplier.
- f) Payments must be made by Supplier exclusively as indicated in the sponsorship agreement, after having ensured that the service has been provided in accordance with the provisions of the contract.

The original documentation for the approval of the contribution and the due diligences must be kept for at least five years.

Donations to charities present the risk that funds and valuable assets are diverted for inappropriate purposes.

An allegedly legitimate contribution to a charity, in exchange for obtaining or maintaining a professional activity or for securing an illegal advantage, constitutes an illegal payment under anti-corruption laws.

Donations and contributions to charities must meet the following minimum standards:

- a) They must be paid in accordance with the approved budget.
- b) Contributions will only be made to organizations that are well-rated, reliable, and whose honesty and good business practices are known.
- c) The beneficiary organization must prove that it holds all the certifications and has fulfilled all the requirements to act in accordance with the applicable laws.
- d) An adequate due diligence must be conducted on the beneficiary organization and the legitimacy of the contribution, in accordance with applicable laws. The results of the due diligence must be carefully traced and archived.
- e) Payments to the beneficiary organization must be made exclusively to its registered bank account; it is forbidden to make payments on encrypted accounts or in cash to a person outside the beneficiary organization or in a third country different from where the beneficiary organization is located.
- f) Contributions must be properly and transparently recorded in the books and records.

The original documentation for the approval of the contribution and the checks for compliance with the procedure concerned must be kept for at least five years.

## **INTERNATIONAL TRADE SANCTIONS -EXPORT CONTROLS**

Suppliers and their own customers, suppliers, partners, sub-contractors shall comply with applicable import, export control and economic sanction laws and regulations, including (but not limited to those of the United Nations, the United States, United Kingdom, European Union) that prohibit or restrict the export, re-export, or transfer of products, technology, services or data, directly or indirectly, to or for certain countries, end uses or end users.

Suppliers shall provide Evernex, upon request, with relevant information about their customers, sub-contractors, partners, products and/or services necessary for export and sanctions laws and regulations compliance.

Failure to comply with these provisions may result, at reasonable opinion of Evernex, in immediate termination and/or suspension, in whole or in part, of the relevant contract in force between Evernex and the Supplier.

## **TRAININGS**

In order to understand and integrate the values and commitments of Evernex, in particular with respect to the fight against corruption, periodic trainings shall be provided to Suppliers' employees and managers.

In particular, Suppliers shall provide trainings to their employees and managers most exposed to corruption and influence peddling risks.

The attendance and diligence of everyone is essential to comply with the principles set out in this Code of Conduct and to adopt ethical and responsible behavior.

## **MANAGEMENT SYSTEMS**

During its business relationship with Evernex, the Suppliers must have management system(s) in place covering the related content of this Code. The management system(s) must be designed to ensure:

- a. compliance with applicable laws, regulations and customer requirements related to the Suppliers' operations and products;
- b. conformance with this Code; and
- c. identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The Supplier's management system(s) must be adequate to the size, complexity and risk environment of its business and operations. The management system(s), including its processes and procedures, do not have to be certified, but in line with relevant international standards and/or generally recommend business practice for the relevant industry.

Suppliers must have a process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.

Suppliers must identify and document any significant element of their operational activities that cause or may cause a significant adverse impact in the Suppliers' operational activities.

## **AUDIT & MONITORING**

In order to ensure compliance with this Code and Anti-Bribery Laws for the duration of the contract between Evernex and its Supplier, Evernex reserves the right to verify compliance with this Code. For that purpose, any Supplier shall provide on demand all elements requested to establish such compliance, and shall inform Evernex without any delay, when it knows or has reason to know, of any failure to comply with this Code by itself or by any of its subcontractors, as well as the corrective measures adopted to ensure compliance with this Code.

Suppliers agree that Evernex shall have the right to perform audits or inspections in order to monitor compliance with this Code. Such audits or inspections may take place without prior notice to the Supplier's offices or facilities. Suppliers will fully cooperate with such investigation and audit and shall allow any representatives of Evernex

to have full access to the Suppliers' facilities, documents, records, employees and subcontractors for confidential interviews.

## **REPORTING AND VIOLATIONS**

Suppliers shall immediately report to Evernex any violation or suspected violation of this Code which they become aware of or which they have reasonable grounds to believe has been committed and shall promptly take corrective actions to remedy such violation.

If any Supplier wishes to unanimously raise a concern regarding a violation or suspected violation of this Code or any Anti-Bribery Laws, they may report it using the Integrity Line available on <https://evernex.integrityline.org/>.

Suppliers are invited to make their alert via the above-mentioned online platform, guaranteeing their anonymity, the link of which will be communicated to them by all means, in particular via the Website, Newsletter and writings.

No sanction nor retaliatory measure nor discrimination will be applied against any whistleblowing Supplier provided that he/she acted in good faith even if it is ultimately determined that no violation occurred.

Evernex will promptly investigate all reports of misconduct and alleged violations of this Code.

## **SANCTIONS**

Any failure to comply with the provisions of this Code shall give rise to the application of sanctions, up to and including termination, subject to local regulation. Evernex reserves the right to modify or terminate its relationship with any Supplier who would be in breach of this Code.

All alerts that reveal fraudulent behavior, significant lapses or material shortcomings in internal controls shall result in corrective measures and/or disciplinary sanctions and/or legal action as appropriate.

If Evernex knows or has reasonable grounds to suspect that one of a Supplier is or has been engaged in conduct which violates this Code, or which violates or is likely to expose Evernex to a risk of violation of the Anti-Bribery Laws, Evernex may terminate the relevant contract immediately and claim indemnification from the Supplier for any prejudice it has suffered.

## **ADDITIONAL INFORMATION**

Any questions about this Code should be raised to Evernex' General Counsel and Compliance officer at [legal.request@evernex.com](mailto:legal.request@evernex.com).

Evernex' Supplier Code of Conduct can be modified or change by Evernex at any time. This Code does not create any agency relationship. Any purchase order, contract or legal agreement between the Supplier and Evernex shall be deemed to incorporate this Code.

## **ACKNOWLEDGEMENT**

This Code is available on Evernex and Technogroup website (<https://www.evernex.com/company/> and <https://www.technogroup.com/en/about-us-this-is-technogroup/>) and shall be incorporated and applicable under all the contracts entered between Evernex and any of its Suppliers.

Evernex requests that all of its Suppliers complete the acknowledgement below. All Suppliers are nonetheless required to comply with the terms of this Code regardless of whether the acknowledgment is completed and returned. Evernex has the right to terminate its relationship with any Supplier which fails to complete the below.

The undersigned, being duly authorized to respond to and sign on behalf of the Supplier, hereby acknowledges and certifies having received and understood the content of Evernex Supplier Code of Conduct and that the Supplier shall comply with its requirements.

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Signature:

Name of signatory:

Title:

Company:

Date and place: