



# **IoToverview**

## **Supplier Code of Conduct**

(V1.0, January 2025)

### **Our Understanding of Sustainability in Supplier Management**

At IoToverview, sustainability is considered an essential part of our business processes. As a technology-oriented organization, we source raw materials, goods, and services from suppliers worldwide with the objective of ensuring the long-term success of our customers by delivering innovative solutions. This requires responsible management aimed at creating long-term value through a sustainable business model.

Our suppliers therefore form an integral part of our sustainability strategy. In all procurement activities, we take into account economic, process-related, and technical criteria, as well as essential social and environmental factors such as human rights, working conditions, anti-corruption, and environmental protection.

The key criteria for evaluating and selecting suppliers are cost, quality, reliability, innovation, and sustainability. We expect our suppliers to comply with applicable national legislation, the principles of the United Nations Global Compact, and this Supplier Code of Conduct of IoToverview. Furthermore, we expect suppliers to implement internal processes that support compliance and promote continuous improvement.

### **Human Rights and Labor Rights**

IoToverview expects its suppliers to respect and observe the fundamental rights granted to all employees under applicable national laws. Suppliers are also expected to fully recognize the International Bill of Human Rights and the labor standards published by the International Labour Organization (ILO), while duly considering applicable laws and regulations in different countries and locations.

Suppliers are expected to respect the rights of third parties and to minimize any adverse impacts by taking into account all relevant international standards.

## **Discrimination**

Child labor is strictly prohibited. Suppliers must not engage in any form of child labor under any circumstances.

## **Discrimination**

Equal opportunities and equal treatment are expected. Discrimination based on gender, race, age, origin, religion, sexual orientation, disability, or political belief is not permitted.

## **Forced Labor**

All forms of forced labor and human trafficking are strictly prohibited.

## **Freedom of Association**

Werknemers moeten zich vrij kunnen organiseren en collectief kunnen onderhandelen, waar wettelijk toegestaan.

## **Remuneration and Working Hours**

Compliance with national legislation regarding working hours, rest periods, and fair remuneration is mandatory

## **Conflict Minerals**

Where applicable, suppliers must provide full transparency regarding the supply chain of conflict minerals (tin, tantalum, tungsten, and gold).

## **Occupational Health and Safety**

Suppliers must implement and maintain an adequate occupational health and safety management system (e.g., ISO 45001 or equivalent) to identify and mitigate workplace risks.

## **Environmental Protection**

Suppliers must comply with all applicable environmental laws and regulations and maintain an environmental management system (e.g., ISO 14001 or equivalent) aimed at minimizing energy consumption, waste, emissions, and other environmental impacts.

## **Business Conduct**

Corruption and bribery are strictly prohibited. Compliance with applicable laws and international guidelines is required.

### **Gifts and Invitations**

Gifts or invitations offered to employees of IoToverview must not exert improper influence and must be reasonable, appropriate, and of modest value.

### **Avoidance of Conflicts of Interest**

Suppliers must make decisions based on objective criteria and avoid any form of conflict of interest.

### **Fair Competition**

Fair competition must be observed. Agreements or practices that violate antitrust or competition laws are strictly prohibited.

### **Money Laundering**

Any involvement in money laundering activities is strictly prohibited.

### **Relationships with Subcontractors**

Suppliers must communicate this Supplier Code of Conduct to their subcontractors and actively encourage them to comply with the same minimum standards.

## **Compliance with the IoToverview Supplier Code of Conduct**

IoToverview reserves the right to assess suppliers' compliance with the principles and requirements set out in this Supplier Code of Conduct and expects prompt and detailed responses should reasonable concerns arise.

Suppliers may be required to complete self-assessments to comply with applicable legislation and to support IoToverview's sustainability roadmap. IoToverview also reserves the right to conduct sustainability audits at the supplier's premises, either directly or through a qualified third party.

If such an audit is conducted by a third party, all associated costs shall be borne by the supplier if the supplier's annual turnover with IoToverview exceeds €100,000. Audit costs should normally not exceed €5,000. IoToverview shall receive a full report of the audit findings.

Any violation of the principles and requirements set out in this Supplier Code of Conduct shall be considered a material breach of the supplier's contractual obligations towards IoToverview.

If a supplier is suspected of violating any of the principles or requirements of this Supplier Code of Conduct (for example, based on negative media reports), IoToverview reserves the right to request disclosure of all relevant information. If, after a reasonable grace period, a supplier clearly fails to comply with these principles or refuses to implement corrective measures to improve its sustainability performance, IoToverview reserves the right to immediately terminate all contractual relationships with the supplier for cause.

## Signature

By signing below, the supplier confirms acknowledgment of and commitment to comply with the principles and provisions set forth in this document.

Company name and address:\_\_\_\_\_

Place and date:\_\_\_\_\_

Name and position of the signatory:\_\_\_\_\_

Signature:\_\_\_\_\_

IoT Overview