Ework Group Code of Conduct for Suppliers

1. Purpose and Scope

Ework Group ("Ework") is committed to conduct every aspect of its business with integrity. Ework's vision, mission and core values demand collaboration throughout the supply chain. As part of our overall sustainability agenda, Ework is a signatory to the United Nations ("UN") Global Compact and is committed to working with stakeholders to ensure continuous improvements in the areas of human rights, labour standards and environment, and to work against all forms of corruption.

This Supplier Code of Conduct ("Code") sets out the minimum requirements applicable to suppliers, subcontractors, and other business partners ("Suppliers") that enter into any agreement with Ework. The requirements in this Code are based on relevant legislation and internationally recognized standards for responsible business conduct, including instruments adopted within the UN system. Compliance with this Code constitutes a mandatory requirement for Suppliers engaged by Ework. In addition to compliance with this Code, and all relevant laws and regulations, Ework encourages all its Suppliers to go beyond such laws and regulations, and the requirements of this Code, and strive for continuous improvement systematically across all relevant areas.

This Code forms part of Ework's risk-based due-diligence work relating to human rights and decent working conditions in the supply chain.

2. Business Integrity and Anti-Corruption

Suppliers shall comply with all applicable laws, regulations, and legally binding requirements in the jurisdictions in which they operate. Suppliers shall conduct their business with integrity, objectivity, and transparency and shall not engage in or tolerate bribery, corruption, fraud, extortion, or any other form of improper advantage. This obligation includes compliance with applicable anti-corruption legislation and the principles set out in the UN Convention against Corruption.

3. Sanctions and Trade Restrictions

Suppliers shall comply with all applicable economic and trade sanctions, embargoes, and restrictive measures imposed by the European Union ("EU"), the UN, other international bodies or organizations and relevant national authorities.

Suppliers must not be owned or controlled by, nor conduct business with, any individual or entity that is subject to applicable sanctions or restrictive measures.

Ework does not accept Suppliers that are listed on, or otherwise subject to, applicable sanction lists. If a Supplier becomes subject to such sanctions during the term of the contractual relationship, the Supplier shall notify Ework without undue delay.

4. Human Rights

Suppliers shall support and respect internationally proclaimed human rights and must ensure that their operations do not cause, contribute to, or are directly linked to human rights violations or abuse.

Suppliers must take measures to identify, prevent, mitigate, and address actual or potential adverse human rights impacts in their own operations and, where relevant, in their supply chains, in line with the UN Guiding Principles on Business and Human Rights and applicable EU due-diligence legislation, as implemented at national level.

5. Labour Standards and Working Conditions

Suppliers shall ensure lawful, fair, and safe working conditions for all workers, in accordance with applicable labour legislation, the core conventions of the International Labour Organization (ILO) and other applicable standards.

At a minimum, this includes:

- Providing a safe and healthy working environment
- Compliance with laws governing working hours, rest periods, and overtime compensation
- Payment of wages and benefits that meet or exceed statutory minimum requirements
- Prohibition of all forms of forced, compulsory or involuntary labour
- Prohibition of child labour
- Not engage in, or support, human trafficking or any form of slavery
- Respect for freedom of association and the right to collective bargaining
- Equal treatment and non-discrimination in recruitment, employment and working conditions

Discrimination on grounds such as race, ethnicity, religion, age, sex, marital status, sexual orientation, disability or other protected characteristics under applicable law is not acceptable.

6. Health and Safety

Suppliers shall systematically manage occupational health and safety risks and take appropriate preventive measures to avoid accidents, injuries and work-related illnesses, in accordance with applicable occupational health and safety legislation.

7. Environmental Responsibility

Suppliers shall comply with applicable laws and regulations and must operate in an environmentally sound manner that limits adverse environmental impact within their area of control.

Suppliers shall take reasonable measures to reduce emissions, waste, and resource consumption and to improve environmental performance, where relevant to their operations, in accordance with EU environmental regulations and international environmental principles, including those relating to climate and environmental protection.

8. Reporting of Non-Compliance

Suppliers shall notify Ework without undue delay of any actual or suspected breach of this Code.

Suppliers shall cooperate with Ework in any reasonable follow-up, investigation, or corrective action related to such breaches and shall implement corrective measures without undue delay.

9. Right to Audits

Ework may conduct or commission audits or assessments to verify compliance with this Code. Such audits may include, where relevant, document reviews, questionnaires, or on-site assessments, provided that they are carried out in a reasonable manner and with due regard to confidentiality and applicable legal requirements.

Suppliers shall cooperate with any such audit or assessment and provide reasonable access to relevant information, personnel, and documentation.

If non-compliance is identified, the Supplier shall, without undue delay, implement appropriate corrective measures and cooperate with Ework in follow-up activities.

10. Right to Termination

Ework reserves the right to immediately terminate any and all agreements with Suppliers found to be in breach of this Code, or in breach of any applicable regulations. Such termination shall not incur any liability for Ework towards Suppliers.