

FORETHIX Supplier Code of Conduct

FOSTERING A SUSTAINABLE AND ETHICAL SUPPLY CHAIN

Version 003-2025 / Author : Corporate Services Department

I. PREAMBLE

Forethix is committed to a proactive approach to corporate social responsibility in the context of its purchasing, subcontracting, and, more broadly, its relationships with all external stakeholders. This Code of Conduct reflects Forethix's determination to promote the principles of sustainable development across its value chain (suppliers, service providers, subcontractors, and partners (hereinafter referred to as the "Suppliers"). It is part of the company's global ESG strategy and reinforces our ethical, environmental, and social commitments, in line with international standards and human rights frameworks.

The Code is reviewed periodically to ensure alignment with legal developments and best practices in responsible sourcing. Forethix values long-term partnerships with suppliers who share its vision and actively engage in continuous improvement.

II. REGULATORY FRAMEWORK

In addition to this Code, Suppliers must comply with all applicable local, national, European, and international laws and regulations, and, in particular, with the following reference frameworks:

- the Universal Declaration of Human Rights of the United Nations (UN),
- the International Labour Organization (ILO) conventions,
- the guidelines of the Organization for Economic Cooperation and Development (OECD).

III. COMMITMENTS

3.1. HUMAN RIGHTS

Suppliers and their subcontractors must actively contribute to the prevention fight against:

- any form of illegal, forced and child labor,
- any form of discrimination in hiring, pay, promotion or access to employment based on gender, ethnicity, religion, age, disability, sexual orientation, nationality, or political belief.

Suppliers and their subcontractors shall uphold the following values and principles:

- the respect of worker's rights and decent working conditions,

- compliance with applicable legal limits on maximum working hours and fair compensation,
- compliance with the applicable legal provisions on minimum wages,
- respect for freedom of association and the right to collective bargaining.

Forethix encourages all suppliers and their subcontractors to report any concerns related to potential or actual human rights violations. A whistleblowing system is available on the Forethix website (www.forethix.com) to report any actual or suspected human rights violations. Reports can be anonymous and are treated confidentially. No retaliation will be tolerated against whistleblowers acting in good faith.

3.2. ENVIRONMENT

Suppliers and their subcontractors are expected to implement, develop and promote environmental policies aimed at reducing ecological footprint / impact. Specifically, they commit to:

- minimize waste, emissions and pollution generated under their influence, managing them responsibly, and ensure their disposal through environmentally friendly solutions,
- strive to preserve natural resources, and in particular to apply a policy of reducing energy and packaging and recycling the resources used,
- measuring and reducing greenhouse gas (GHG) emissions, and contributing to climate change mitigation,

Forethix expects from its suppliers to actively manage their environmental impact by implementing structured environmental management systems—such as ISO 14001 or any equivalent standard. These systems should enable the monitoring, evaluation, and continuous improvement of environmental performance over time, contributing to a more responsible and sustainable value chain.

3.3. BUSINESS ETHICS AND INTEGRITY

Suppliers and their subcontractors must conduct business activities with the highest standards of integrity and ethics. They are expected to actively prevent and combat the following practices:

- **Conflicts of interest:** any situation that could compromise impartiality in dealings with Forethix (its employees, directors or shareholders) must be disclosed and avoided.
- **Corruption and Improper Advantage :** offering, promising, or accepting bribes or undue advantages of any kind is strictly prohibited. Under no circumstances shall they offer, promise, authorize, or give any undue advantage — financial or otherwise — to any Forethix employee, public official, political party representative, or any third party for the purpose of obtaining or retaining business or securing any improper advantage. **Any such conduct constitutes a breach of this Code of Conduct and applicable anti-corruption laws.**

Forethix has adopted a comprehensive Anti-Corruption & Conflict of Interest Policy, available on Forethix's website. This policy outlines our expectations regarding ethical conduct, gift and hospitality management, and conflict of interest prevention. Suppliers are required to review and align their internal practices accordingly.

Furthermore, suppliers and their subcontractors must comply with all applicable laws and regulations in the following areas:

- **Anti-Money Laundering:** suppliers must take all appropriate measures to prevent their operations from being used, intentionally or unintentionally, for money laundering or the financing of terrorism. They must comply with applicable anti-money laundering and counter-terrorism financing legislation.

- **Fair Competition:** suppliers must operate in accordance with applicable competition and antitrust laws. They must refrain from engaging in anti-competitive practices such as price fixing, market allocation, bid rigging, or abuse of dominant position.
- **Intellectual and Industrial Property:** Suppliers must respect the intellectual property rights of Forethix and third parties. This includes copyrights, trademarks, patents, trade secrets, and other proprietary rights. Suppliers must not use, reproduce, or distribute protected content without proper authorization and shall take steps to avoid any infringement.

3.4. HEALTH AND SAFETY AT WORK

Suppliers and their subcontractors must uphold high standards of health and safety for their employees, users of their products or services, or the general public. This includes:

1. identifying and mitigating occupational health and safety risks, taking necessary measures to reduce the risk of injury and occupational illness;
2. limiting, as far as reasonably practicable, any activities that may pose a threat to health;
3. providing safe, clean working environments and appropriate protective equipment,
4. establishing systems to detect, prevent, and respond to health and safety hazards;
5. ensuring proper training, protective equipment, and safe working conditions for all workers.

Suppliers are encouraged to align their health and safety management systems with internationally recognized standards, such as ISO 45001.

3.5. IMPLEMENTATION

By signing this Code, Suppliers agree to apply and implement its principles, and ensure that their suppliers and subcontractors do the same. They commit to :

- communicating the Code internally;
- cooperating with audits or assessments by Forethix or external partners;
- taking corrective measures in case of non-compliance.

Any breach of this Code principles may result in suspension or termination of the business relationship and, where applicable, legal action. If full compliance is not possible due to specific, documented circumstances, the supplier must notify Forethix without delay so that remediation can be considered.

Compliance with this Code, as well as a demonstrable commitment to ESG improvement, will be considered in Forethix's supplier evaluation processes.

If a Supplier is unable to comply with certain provisions due to specific circumstances, it must inform Forethix without delay, in order to define appropriate corrective actions.

Suppliers are required to formally acknowledge and accept this Code of Conduct by signing the attached declaration. Failure or refusal to do so may impact the continuation or initiation of the business relationship with Forethix.

For any questions regarding this Code or to obtain further information, please send a request to corporate@forethix.com

V. APPROBATION & REVISION

This Supplier Code of Conduct has been approved by Forethix's Executive Committee. It is periodically reviewed to ensure it remains aligned with evolving legal requirements, company operations, and Forethix's social and environmental commitments.

The Code reflects a commitment to continuous improvement and incorporates feedback from relevant stakeholders. Any material revisions are submitted to the Executive Committee for approval and will be communicated accordingly.

Forethix ensures that this Code remains consistent with international standards and best practices in responsible sourcing and business ethics.

This Code is reviewed periodically to ensure alignment with best practices and international standards.

IV. DECLARATION OF ADHERENCE

I, the undersigned, acting on behalf of the supplier named below, hereby acknowledge that I have read, understood and accepted the Forethix Supplier Code of Conduct. I commit to complying its principles and ensuring its implementation throughout our operations and supply chain. This declaration forms **an integral part of the contractual relationship** between our organizations.

Company name: _____

Address: _____

Authorized representative: _____

Function: _____

Date: _____

Signature: _____

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03-2025	09 July 25	Corporate Services Department	SDE

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