



SUPPLIER CODE OF CONDUCT

CIMCORP

FUTURE OF AUTOMATION

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SUPPLIER CODE OF CONDUCT

Introduction

Cimcorp expects its suppliers to adhere to the highest standards of ethical conduct and integrity in all business dealings.

THIS SUPPLIER CODE OF CONDUCT sets forth the expectations for suppliers who conduct business with Cimcorp. It reflects Cimcorp's values and its commitment to responsible business practices, respect for people, and sustainable development. This supplier Code of Conduct is in alignment with Cimcorp Code of Conduct.



CIMCORP
CODE OF
CONDUCT

ETHICAL AND LEGAL COMPLIANCE

SUPPLIERS MUST operate in full compliance with all applicable international, national, and local laws and regulations where the supplier is operating. They must demonstrate integrity in all business operations and avoid any form of corruption, bribery, fraud, or anti-competitive behavior.

HUMAN RIGHTS AND FAIR LABOR

SUPPLIERS MUST support and respect the protection of internationally proclaimed human rights. This includes the prohibition of child labor, forced labor, and all forms of abuse or harassment. Suppliers shall treat all workers with respect and provide a workplace free from discrimination, intimidation, and exploitation.

WORKPLACE HEALTH AND SAFETY

CIMCORP REQUIRES its suppliers to provide a safe and healthy working environment. Suppliers must proactively identify and manage occupational health and safety risks and strive for zero work-related injuries. A culture of safety must be maintained, and employees must be encouraged to take responsibility for their own safety and that of others.

ENVIRONMENTAL RESPONSIBILITY

SUPPLIERS MUST commit to environmentally responsible operations and minimize their environmental footprint. Cimcorp expects suppliers to adopt sustainable practices, conserve resources, and comply with all applicable environmental laws and regulations.

CONFIDENTIALITY AND DATA PRIVACY

SUPPLIERS MUST protect sensitive and confidential information received from or on behalf of Cimcorp. Personal and business data must be handled with care, ensuring compliance with data protection laws and prevention of unauthorized access.

RESPONSIBLE USE OF ASSETS

SUPPLIERS SHALL safeguard Cimcorp's tangible and intangible assets, including intellectual property, trade secrets, and company reputation. These must not be used for personal gain or shared without authorization.

FAIR COMPETITION AND TRANSPARENCY

ALL SUPPLIER dealings must be fair, transparent, and in line with Cimcorp's principles. Suppliers may not engage in practices that distort competition and must avoid conflicts of interest in their relationship with Cimcorp.

MONITORING AND REPORTING VIOLATIONS

SUPPLIERS MUST be open to Cimcorp's monitoring and audits to verify compliance with this Code.

WHISTLEBLOWING

CIMCORP STRIVES to be an honest and reliable partner for customers, employees, suppliers and other stakeholders worldwide. Recognizing and implementing Cimcorp's Supplier Code of Conduct ensures a responsible and professional work culture.

TO ENSURE high standards of ethics, Cimcorp offers a whistleblowing channel that allows anyone to inform us of any misconduct or abuse. No one who reports their suspicions in good faith and participates in investigating potential breaches of Cimcorp's Supplier Code of Conduct will incur negative consequences as a result.



**WHISTLEBLOWING
CHANNEL**

SUPPLIER CODE OF CONDUCT

Commitment and implementation

By doing business with Cimcorp, suppliers commit to adhering to the principles outlined in this Code. Cimcorp encourages suppliers to communicate these principles within their own supply chains and continuously improve their ethical, social, and environmental performance.

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