



Supplier Code of Conduct

November 2025

We seek partners who share our values and are committed to responsible business practices.

Introduction

The *idverde* Group is committed to conducting business responsibly and has defined its corporate social responsibility (CSR) commitments.

This approach is supported by internal rules and procedures that govern the professional practices of the Group's entities, as outlined in our **Code of Ethics** and **Integrity Guidelines**, available at www.idverde.com.

idverde expects its partners to adhere to a common set of principles regarding labour standards, social responsibility, environmental protection, business ethics, and integrity.

This Supplier Code of Conduct sets out our expectations for suppliers, subcontractors, service providers, and any third party engaged with *idverde* Group entity.

By entering into a business relationship with *idverde*, the supplier agrees that this Code constitutes a commitment to the principles described herein for all their commercial and contractual relations. The supplier also takes all reasonable measures to ensure that its own suppliers and subcontractors comply with the principles.

Suppliers must provide, upon request, any documentation or information demonstrating compliance with this Code. In the event of non-compliance, the supplier must promptly inform *idverde* so that corrective measures can be agreed upon as part of a continuous improvement process.

Notwithstanding the above, *idverde* reserves the right to suspend or terminate its business relationship with any supplier that breaches of the provisions of this Code.

Responsible Sourcing

Our suppliers play a vital role in helping us meet our commitments. We strive to build transparent, supportive, and mutually beneficial relationships that raise standards across the entire value chain.

Adhering to this Supplier Code is the first step. By endorsing it, suppliers commit to meeting our expectations for responsible business practices, including ethical conduct, respect for human rights, health and safety, and environmental protection.

Respect for Human rights and Labour Standards

Compliance with the fundamental conventions of the International Labour Organisation and the Universal Declaration of Human Rights is a core requirement for all *idverde* suppliers.

Suppliers must conduct their activities in full respect of human rights and all applicable labour regulations. In this context, they must ensure decent working conditions, including wages, reasonable working hours and safe workplaces.

Suppliers commit to treating all individuals equally and fairly, based on the principle of non-discrimination. They must strictly prohibit any inhuman or degrading treatment and actively prevent all forms of harassment, violence, or abuse.

Suppliers shall not use forced labour, must respect the freedom of movement, and ensure regular payment of wages as agreed. They must uphold the rights of the child and prohibit child labour within their own operations and those of their suppliers.

Finally, suppliers must comply with all applicable standards to prevent illegal and undeclared work.

Occupational Health and Safety Requirements

Suppliers must provide their employees with a safe and healthy working environment.

They are expected to assess the risks associated with their activities and take all necessary measures to control them and prevent accidents and occupational illnesses.

In particular, suppliers should:

- organise appropriate training and awareness programs to ensure employees have sufficient knowledge and, where required, the necessary authorizations related to workplace health and safety.
- provide employees with suitable protective clothing.

Ethics and Integrity in Business Relationships

Suppliers must take all necessary measures to prevent, detect and address any acts of corruption or influence peddling within their activities. They are expected to support open, fair and competitive business environment and must not engage in price fixing or other unfair trade practices.

Suppliers shall refrain from offering or proposing to any idverde Group employee or any closely associated persons, any gift, invitation or other benefit, whether financial or otherwise, that could corrupt, influence, or compromise the integrity, independence of judgement or objectivity of the employee in their dealings with the supplier.

Supplier must also take steps to prevent situations that could create a conflict of interest with idverde employees or closely associated persons. Any real or potential conflict of interest must be reported to idverde as soon as the supplier becomes aware of it.

Furthermore, suppliers must avoid all forms of anti-competitive practices (such as agreements within the framework of a contract or any other concerted practice) and implement appropriate preventive measures.

Finally, suppliers must exercise due care to protect all data exchanged with idverde and comply with applicable regulations regarding the processing of personal data.

Preserving the Environment and Resources

Suppliers must conduct their activities in compliance with applicable environmental regulations.

Suppliers are expected to assess environmental risks associated with their operations and take necessary measures to prevent and minimize their impact.

Suppliers should actively contribute to environmental protection by:

- reducing energy consumption and greenhouse gas emissions,
- preserving biodiversity and ecosystems,
- conserving natural resources,
- reducing, reusing, and recycling waste.

They must also take steps to:

- limit or treat discharges into water, soil and air,
- prevent environmental pollution and minimize nuisance to local communities.

Furthermore, suppliers should integrate environmental, health, and safety criteria into its products and services to reduce, as far as possible, their life-cycle impact while maintaining or improving quality. This includes promoting:

- circular economy principles (resources efficiency, eco-design, use of recycled/recyclable materials,
- lower carbon footprint
- reduce use of hazardous substances.

Report a Breach of the Principles of this Code

idverde Group has implemented a dedicated system for reporting concerns, particularly breaches of the principles of this Code.

This system is accessible to all and ensures that reports are handled securely and confidentially.

This system is accessible to all and ensures that reports are handled securely and confidentially.

idverde encourages its suppliers to report any potential breach of this Supplier Code of Conduct at <https://idverde.integrityline.com> or by calling +352 27 860 540

idverde
21 rue Glesener
L1631 Luxembourg