



**EVITEC SOLUTIONS SUPPLIER CODE OF
CONDUCT**
November 2025

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Introduction

Evitec Solutions, a technology company specialising in software and consulting for the financial sector, has established this Supplier Code of Conduct to set shared standards for all its suppliers and subcontractors. Suppliers are expected to adhere to these principles when working with or for Evitec Solutions. The Code explains our ethical and operational expectations and is regularly updated to align with current regulations and standards.

Business Practices

Compliance with Laws and Regulations

Evitec Solutions is dedicated to adhering to all applicable laws, rules, and regulations in every jurisdiction in which it operates. This commitment to legal compliance extends to all suppliers working with Evitec Solutions. Suppliers are expected to meet or exceed the requirements of this Supplier Code of Conduct in situations where local laws and regulations are less stringent. Conversely, if local laws are more restrictive than the Code of Conduct, suppliers must comply with those stricter legal requirements.

Integrity in Business Interactions

Evitec Solutions holds its suppliers, their sub-suppliers, and any other entities acting on their behalf to the highest standards of integrity in all business dealings. Any form of extortion, bribery, or corruption is strictly prohibited. This includes improper offers or receipt of payments to or from employees or organizations. Suppliers must establish and maintain policies and procedures that are specifically designed to prevent bribery and corruption in any form.

Gifts and Hospitality

Suppliers must not offer gifts or hospitality to representatives of Evitec Solutions in any situation where such actions could influence, or be perceived to influence, a representative's decision regarding the supplier.

Preventing Money Laundering

Suppliers are required to implement protective measures and to refrain from any activity that may be considered part of the money laundering process.

Export Controls and Sanctions

Suppliers must fully comply with all relevant laws and regulations related to export controls, export restrictions, and economic sanctions imposed by different countries and organizations, including European Union, United States, United Kingdom, and United Nations.

Intellectual Property Rights

Suppliers must comply with all applicable laws and international treaties regarding intellectual property rights. They are required to respect and not infringe upon the intellectual property rights of Evitec Solutions or any third party.

Confidentiality and Cyber Security

Suppliers are expected to protect entrusted confidential and sensitive information with appropriate care. They must ensure the cyber security of their operations by understanding relevant risks and implementing adequate controls to mitigate those risks.

Privacy Protection

Suppliers are also responsible for safeguarding the privacy of personal information of all individuals with whom they conduct business.

Conflicts of Interest

Suppliers must avoid interactions with Evitec Solutions employees that could conflict with their duties. Any conflicts of interest or situations that may appear as such must be disclosed to Evitec Solutions.

Environmental Responsibility

Suppliers must actively protect the environment and minimize negative impacts from their operations. They are required to comply with all environmental laws, regulations, and Evitec Solutions' specific reasonable requirements regarding substance use, labeling, recycling, and disposal. Suppliers shall obtain and maintain necessary environmental permits and licenses. They must monitor, control, and properly treat emissions and waste, aiming to reduce their carbon footprint through energy efficiency, renewable energy, and waste reduction or recycling. An appropriate, systematic approach to environmental management—including a suitable management system if applicable—is expected.

Workplace Environment

Human Rights

Evitec Solutions expects all its suppliers to uphold internationally recognized human rights standards. This includes, but is not limited to, adherence to the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the principles outlined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Suppliers are required to base employment decisions on the principle of equal opportunity. Individuals must be employed without discrimination relating to race, color, gender, religion, affiliation, or origin. The use of child labor is strictly prohibited; suppliers must not employ workers under the age of 15, or below the legal minimum age for employment or school attendance, whichever is higher. Furthermore, young workers must not be assigned tasks that are mentally, physically, socially, or morally dangerous or harmful, or that interfere with their education by denying them the opportunity to attend school.

Forced labor of any kind, including trafficked, indentured, or bonded labor, is not permitted. Suppliers must also ensure that neither their subcontractors nor their suppliers engage in the use of child or forced labor. Any form of mental or physical coercion, slavery, or human trafficking is strictly forbidden.

All employees must be treated with respect and dignity. Discrimination based on partiality or prejudice is not allowed, including discrimination related to ethnicity, gender, sexual orientation, marital status, pregnancy, parental status, religion, or any similar characteristic. Acts or threats of violence, corporal punishment, physical or verbal abuse, and other forms of unlawful harassment are expressly prohibited.

Suppliers are required to pay workers at least the minimum wage mandated by local law and to provide all legally required benefits. Compensation for overtime work must also be provided in addition to regular wages. All work performed by employees must be voluntary.

Suppliers are expected to adhere to International Labour Organisation (ILO) standards regarding working hours, rest periods, limits on consecutive days of work, and annual leave. Any hours worked beyond the standard work week must be voluntary, and suppliers are required to provide employees with a rest period of at least 24 consecutive hours in every seven-day period.

Finally, suppliers are expected to respect workers' rights to freely associate and to communicate openly with management about working conditions without fear of harassment, intimidation, penalty, interference, or reprisal. Suppliers must recognize and respect any lawful rights of workers to join or refrain from joining associations of their choosing, within the framework of national laws.

Anti-Discrimination and Anti-Harassment

Suppliers are expected to ensure that all employees are treated fairly and equally in every aspect of their employment. This includes, but is not limited to, the processes of hiring, compensation, promotion, disciplinary action, termination, and retirement. Under no circumstances shall suppliers discriminate based on gender, gender identity, age, religion, marital status, sexual orientation, disability, social class, political opinion, national or ethnic origin, or any other characteristic that is not directly related to the individual's qualifications or the inherent requirements of the job.

Suppliers must foster a work environment where every employee is treated with dignity and respect. It is imperative that no worker is subjected to any kind of harassment or abuse, whether physical, sexual, psychological, or verbal. Any form of intimidation, mistreatment, or harassment in the workplace is strictly prohibited, and suppliers must take steps to prevent and address such behavior to ensure a safe and respectful working environment for all.

Health and Safety

Suppliers must protect workers from chemical, biological, and physical hazards, as well as from physically demanding tasks. They must provide employees with proper health and safety information, training, and equipment. Suppliers should also implement safety programs that address human safety, emergency preparedness, and exposure to hazardous substances, epidemics, and pandemics.

Freedom of Association

Suppliers are expected to respect employees' rights, under local law, to associate, bargain collectively, or choose not to do so.

Raising concerns

If you notice any breaches of this Supplier Code of Conduct, please notify your Evitec Solutions contact right away. The supplier or any of its employees may also report any violation or suspected violation of this Supplier Code of Conduct by using the online [whistleblowing channel](#). The person who submits the report will have their identity kept confidential, shared only with those essential for managing the case appropriately. Reports can also be submitted anonymously.