

# Supplier Code of Conduct

This Code of Conduct forms the basis of the supply relationship between MakerVerse and the supplier. The partners therefore agree to comply with the principles of the Code of Conduct outlined below. The supplier strives to require their subcontractors to comply with the standards and regulations set forth in this document through contracts.

## Compliance with laws

Suppliers are expected to comply with the laws and regulations which are applicable to their branch of business, including the local laws and regulations of all countries in which their operations are conducted, or services are provided. Furthermore, suppliers will not violate financial EU and US sanctions and embargo regulations.

## Human Rights and Working Conditions

### Prohibition of Forced Labor

Suppliers will neither use nor contribute to slavery, servitude, forced or compulsory labor, suppression, exploitation, and human trafficking.

### Prohibition of Child Labor

Suppliers will not install workers under the age of 15 or, in countries subject to the developing country exception of the ILO Convention 138, install no workers under the age of 14. They will also not hire workers under the age of 18 for work which is likely to harm the health and safety.

### Non-Discrimination

Suppliers will prohibit any harassing behaviour and any kind as well as discrimination, bullying or other offensive conduct against any individual based on race, colour, religion, sex, marital status, pregnancy, age, disability, national or ethnic origin, military service status, citizenship, or any other characteristic. The Supplier will ensure equal treatment of employees, irrespective of skin color, race, nationality, ethnicity, social background, disabilities, gender, sexual identity and orientation, marital status, political or religious conviction.

### Working Hours and wages

Suppliers will adhere to all applicable working-hours and compensation regulations and pay fair wages for labor. At minimum the applicable legal minimum wage standard must be followed.

## Occupational Health & Safety

Suppliers shall act in accordance with the applicable legal regulations regarding occupational health and safety and provide safe working conditions. Establish a reasonable occupational health & safety management system.

## Business Ethics

### Anti-Corruption Laws

Suppliers must comply with all laws and regulations on bribery, corruption, and prohibited trade and business practices.

### Conflict of interest

Suppliers must have effective processes in place to prevent or immediately disclose a conflict of interest.

## Environment

Suppliers are required to obtain and maintain all environmental permits and registrations that are applicable to them. MakerVerse is committed to maintaining responsible and ecological corporate governance. Reducing the use and consumption of resources and energy as far as processes allow should be a desired objective in the supplier's sustainable corporate management system.

## Confidentiality and data protection

The Supplier ensures they will comply with all the applicable legal requirements and guidelines regarding the protection of personal data to a reasonable degree. MakerVerse requires its suppliers to protect important company-relevant data from destruction, manipulation, and misuse.

## Intellectual Property

The Supplier must act responsibly and cautiously when it comes to the handling of MakerVerses' intellectual or real property. Intellectual property rights and customer data must be protected in cases of data and know-how transfer.

## Minerals Sourcing & Supply Chain

Suppliers of MakerVerse should take reasonable measures to avoid using minerals in their products which originate from Conflict - Affected and High-Risk Areas. The Risk Assessment concerning the origins of minerals should be based on due diligence as recommended by the OECD Due Diligence Guidance. They will endeavor on complying with the regulations on prohibited and declarable substances, including RoHS and REACH, and will provide evidence of this upon request.

## Implementation

MakerVerse may request documents and information from the Supplier to verify compliance with the Code of Conduct. The Supplier has 3 weeks' time to comply with this request. In case a breach or a potential breach of this Code of Conduct has been identified, the Supplier will notify MakerVerse thereof.

Place, date:

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Name, Surname:

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Position

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Signature

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