

VERSION 1'S SUPPLIER CODE OF CONDUCT

1.1. Introduction

Environmental, Social, and Corporate Governance (ESG) are top of mind in how Version 1 conducts our business, including with our suppliers. The standards within our procurement processes, strategies, ethics, and governance are extremely high, and we expect our Suppliers to demonstrate the same level of excellence. We will only work with those Suppliers who share our commitment to good ethical practices and values and who meet our health & safety, human rights, and environmental standards. This Supplier Code of Conduct sets out the requirements with which we want our Suppliers to comply. We strive to work together with honesty and integrity as a partner, building sustainable relationships based on trust and innovation.

1.2. Supplier requirements:

1.2.1. Health & Safety

Suppliers will promote safe and secure workplaces. Suppliers must, as a minimum, comply with all applicable Health & Safety laws and regulations.

1.2.2. People & Community

Version 1 is committed to human rights and equal opportunity in the workplace. Suppliers must support the principles of equality, fairness, inclusion, and respect when dealing with recruitment and selection of employees. These principles must in turn be passed on to all temporary, contracted, full and part time workers.

Suppliers must support and respect the protection of human rights within their areas of influence.

Suppliers must respect freedom of association and the effective recognition of the right to collective bargaining by employees.

To prohibit all forms of modern slavery:

- Prohibit Forced Labour, Bonded Labour, Compulsory Labour, Child Labour.
- Suppliers will not use child labour. 'Child' means any person under age 15, under the age for completing compulsory education or under the minimum age for employment in the country, whichever is greatest.
- Suppliers must ensure working hours comply with national laws and standards.
- Suppliers will pay legally mandated wages and benefits.

All Version 1 Suppliers shall have the following policies in place and follow the standards set out at version1.com/legal-statement/

- Disability policy
- Diversity, Inclusion and Belonging policy.
- Modern Slavery policy

- Whistle blowing policy
- Anti-Bullying and Anti-Harassment policy

1.2.3. Environment & Climate change

Suppliers must comply with all applicable environmental laws and consider how business decisions affect the environment. Version 1 encourages Suppliers to set science-based, net zero targets and urges a proactive approach to environmental challenges. Including: Energy Optimisation, Resource Efficiency, Waste Management, Recycling & Carbon emissions reporting.

1.3. Governance & Compliance

Suppliers must comply with our policy on anti-bribery and all applicable anti-bribery and anti-corruption laws which is available at version1.com/legal-statement/ Suppliers must immediately report any situation that may appear as a conflict of interest. Bribes or inappropriate luxury gifts to employees are prohibited, regardless of local custom. Protecting our confidential information, privacy and data security is integral to our business, our customers, and our reputation. Version 1 encourages our Supplier to align with our goals and ensure you are compliant with GDPR including all applicable privacy and data protection laws.

1.4. Suppliers sign off.

We will update our Supplier Code of Conduct on a regular basis. This is accessible at version1.com/legalstatement/

- To become a preferred Supplier, you must sign and adhere to our Supplier Code of Conduct.
- To become a preferred Supplier, you must complete our self-serve questionnaire.
- Suppliers must agree to take part in a corrective action plan should they not meet standards set out in the Supplier Code of Conduct.

1.5. Further information

This Supplier Code of Conduct contains general requirements applicable to all Suppliers of Version 1. Contractual provisions with a higher standard supersede these general requirements. If there is a conflict between the law and this Supplier Code of Conduct, the law shall prevail. We also expect that our Suppliers have similar requirements in place for their supply chains and to exercise due diligence in verifying their suppliers' compliance.

Please note that Version 1 may terminate a contract with a Supplier who violates this Supplier Code of Conduct or refuses, if asked, to take part in a corrective plan. We may also exclude from any future requisitions suppliers who do not demonstrate that they meet our high ethical and ESG standards or compliance with applicable laws.

Version 1 may conduct audit surveys to confirm compliance with this Supplier Code of Conduct. We expect that Suppliers will actively audit and monitor their processes with respect to this Supplier Code of Conduct and provide evidence to Version 1 upon request. All Version 1 procurement activities will be conducted in an open and transparent manner, ensuring equal opportunities for our suppliers. We strive to uphold these high standards so we can continue with our excellent reputation and ensure our shared, continued success. We will constantly monitor the operation of this Supplier Code of Conduct and make further improvements if needed. Version 1 will look to reward and recognize superior performance and innovation with its Suppliers on our ESG initiatives.

1.6. Reporting of violations

Suppliers, and their employees and supply chains, are obliged to inform Version 1 immediately if they suspect or become aware of any unethical conduct, actual or potential violation of this Supplier Code of Conduct or of any applicable law, regulation, or rule.

To report via email: ESGsustainableprocurement@version1.com

If you have any feedback, comments, or queries about this Supplier Code of Conduct, please contact ESGsustainableprocurement@version1.com