



Group Supply Chain Policy	Supplier Code of Conduct	
Group Supply Chain Policy ID	GP-SCM-4	
Group Policy Owner	General Counsel	
Approved By	CEO	
Effective Date	12 September 2022	

Quant Supplier Code of Conduct

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Supplier Code of Conduct

As reflected in the Quant Code of Conduct, Quant is committed to high standards of integrity, sustainability, **safety, health, environmental protection and quality**.

Quant has a 'zero tolerance' policy when it comes to unethical business behavior, such as bribery and corruption. We expect **and require** all of our suppliers to adhere to similar standards and to conduct their business in an ethical manner. As a supplier, you must comply with all applicable laws and regulations, **including OHSE instructions, as well as the policies and standards**, set out in the Quant Supplier Code of Conduct **(as updated from time to time)** and your contractual obligations towards us.

You and your company are a supplier to Quant if you sell us any kind of goods such as products, materials or spare parts, or services including but not limited to cloud-based IT solutions, consultation, contracting manpower and sub-contracting.

Should you have concerns or in case questions arise with respect to any way that you are conducting your business, we request that you reach out to your point of contact within Quant for further guidance.

1.1 Human rights


As a supplier to Quant, you shall

- respect the dignity, privacy and rights of each individual;
- **not allow** any person to work against his or her will; and
- not tolerate behavior including gestures, language, and physical contact, that is sexual **(whether actual or implied)**, coercive, threatening, abusive or exploitative.

1.2 Fair labor conditions and child labor

You shall ensure fair labor conditions. In particular, you will

- refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- respect the rights of employees to freely associate and bargain collectively;
- not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations;
- not use any forced labor or involuntary prison labor and allow all employees the choice to leave their employment freely upon reasonable notice;
- compensate employees fairly and follow local wage regulations and/ or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs; and
- ensure **that working hours, including overtime, do not exceed applicable legal limits, and where such limits do not exist, we recommend that you reach out to your point of contact within Quant for further guidance.**

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In addition, we recommend that you allow employees two uninterrupted days off per week, and require that your employees have at least one uninterrupted day off per week. Quant may allow certain exceptions, but such exceptions will be based on a review of the working conditions for the matter at hand, to assure that you accommodate sufficient rest for your employees.

1.3 Health, safety and environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will

- formally appoint a competent person to manage health, safety and environmental programs and improvements;
- establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks;
- ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures; and
- provide sufficient proof that you are in compliance with the local regulations as well as evidence of the items below when requested by Quant.
 - Know, respect, and apply all policies, manuals, instructions, and procedures related to Occupational Health, Safety, Environment and Quality (OHSEQ) indicated by Quant as well as by any of Quant's clients.
 - Adhere to all local legislation regarding Occupational Health, Safety and Environment (OHSE).

1.4 Material compliance and conflict minerals


At Quant, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to Quant are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will

- implement a policy regarding conflict minerals and exercise due diligence to investigate the source of these minerals; and
- respond in a timely manner to Quant's requests for evidence of your compliance with these requirements.

1.5 Business ethics

You shall conduct your business in an ethical manner. In particular, you will

- refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including Quant employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- adhere to anti-trust and other competition laws;
- disclose to Quant information regarding potential conflicts of interest relating to your activities as a Quant supplier, including disclosure of any financial interest a Quant employee may hold in your business; provided, however, that such disclosure is not

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required if the supplier is listed on a **Regulated Market as defined in 2014/65/EU (or a securities exchange market imposing similar disclosure obligations)**;

- protect all confidential information provided by Quant and our respective business partners;
- respect the property **(both physical and intellectual)** of others, including Quant; and
- adhere to international trade regulations, **trade sanctions** and export control regulations.

1.6 Secure business

You shall conduct your business in a secure manner. In particular, you will

- implement reasonable measures to minimize Quant's exposure to safety threats such as terrorism, crime, pandemics and natural disasters; and
- when visiting or working at any of Quant's sites or on behalf of Quant, abide by Quant's safety procedures and report any safety concerns via the appropriate Quant reporting channels, **primarily being your point of contact within Quant.**

1.7 Procurement by supplier

You shall procure goods and services in a responsible manner. In particular, you will

- select your own suppliers providing goods or services directly or indirectly to Quant based on them agreeing to adhere to standards comparable to those set forth in this Quant Supplier Code of Conduct; and
- when working at Quant offices, workshops and Quant customer premises, only subcontract work with prior written consent from Quant.


1.8 Inspections and corrective actions

In order to ensure and demonstrate compliance with the Quant Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide to us supporting documentation upon request.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities, to the extent permitted by law, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this Quant Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this Quant Supplier Code of Conduct, then we may take action against you, including suspending or terminating your activities as one of our suppliers.

1.9 Access to remedy

In the context of our business relationship, if you or your employees believe that the terms of this Quant Supplier Code of Conduct are not adhered to, or that Quant is not acting in accordance with its own Quant Code of Conduct, **then we encourage you to raise your concerns at: www.quantservice.com/whistleblowing.**

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Versions

Version/ revision details

Version/ revision details	Version A.2/ changes marked in red color
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