



Evalueserve Supply Chain Code of Conduct

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1. Introduction

Evalueserve is committed to the highest standards of business ethics, as reflected in our Employee Code of Conduct. We are focused on establishing sustainable processes that ensure implementation of best practices and continuous improvement in our business and projects.

Evalueserve believes that its suppliers and contractors are important for its business sustainability. For this reason, we encourage them to follow the Evalueserve Supply Chain Code of Conduct. We expect them to comply with the law. In addition, we encourage them to adopt our preferred standards. We also actively engage with and support those suppliers who do so.

The Evalueserve Supplier Code of Conduct establishes standards to ensure that working conditions in the outsourcing and IT business group supply chain are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and ethically conducted.



2. Scope

This document sets forth certain fundamental requirements that must be satisfied by all facilities that supply our products, including internal plants, contractors, licensees, or other business partners (collectively referred to as “Suppliers”).



3. Requirements

Our requirements for suppliers and contractors are as follows.

Corporate Governance and Ethics

Evalueserve favors suppliers or contractors that share our commitment to corporate responsibility.

- a) Suppliers must comply with all local and national laws and regulations on bribery, corruption, and prohibited business practices. Evalueserve has zero tolerance for corruption and violation of the principles of fair competition.
- b) They must conduct business in accordance with high ethical standards.
- c) They must have a formal complaint management process for their employees.
- d) They must disclose those matters that affect their services for Evalueserve, in a timely manner.
- e) Suppliers must be committed to protecting the privacy of the personal information of everyone they do business with, including their suppliers, customers, consumers and, employees, within reasonable limits.
- f) They must have whistleblower programs to protect their suppliers and employees.

Labor and Work Place Management

- a) Suppliers must comply with all the relevant local and national laws and regulations regarding employment practices, benefits, health and safety, and anti-discrimination.
- b) They must not use children or forced labor in any form.
- c) They must provide reasonable working conditions, including adequate rest periods and leave.

Occupational Health and Safety

- a) Suppliers must comply with all the relevant local and national laws.
- b) They must have a formal health and safety policy.
- c) They must have a system to identify and reduce work-related risk and injury.

Environment

- a) Suppliers must comply with relevant environmental laws and regulations, including permission and reporting requirements.
- b) They must have an environmental policy that defines environmental risks and corrective measures.

