

Evos Supplier Code of Conduct

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Code Overview	Purpose	At Evos, our suppliers are key partners in enabling us to deliver safe, reliable, and sustainable services. This Evos Supplier Code of Conduct (hereinafter " the Code ") sets out the standards and expectations that guide our relationships, ensuring transparency, responsibility, and integrity throughout our supply chains. It provides clarity on the requirements Evos has for suppliers when delivering products and services, and it reflects our commitment to ethical business practices. Suppliers are expected to review, understand, and adhere to this Code. The Code is reviewed frequently, and the most recent version will always be available on our website ¹ .
	Regional Scope and definitions	The term 'Evos' refers to Evos B.V. and to any company that Evos B.V. has a majority stake in, or is controlled - directly or indirectly - by Evos B.V. This Code applies to all entities affiliated to Evos. The term 'Supplier' refers to any organization, company or individual that provides goods or services to Evos, either directly or through intermediaries. This includes, but is not limited to: - Contractors and subcontractors engaged by suppliers to fulfil services or deliver goods to Evos. - Agents, consultants and service providers acting on behalf of the supplier. - Vendors and manufacturers that are part of the supply chain for products or services delivered to Evos.

¹ Please be referred to our website: <https://www.evos.eu/Sustainability>

1. Our commitment

At Evos, we are committed to building responsible, ethical, and sustainable partnerships throughout our entire supply chain. This Code outlines the standards we expect from all suppliers who do business with us—covering legal compliance, ethical practices, human rights, environmental responsibility, operational integrity and cybersecurity resilience. We share this Code as part of our broader commitment to quality, safety, and corporate responsibility. It reflects our expectations and ensures alignment with the principles that guide our own operations.

2. Supplier standards

At Evos, we value partnerships built on trust, transparency, and shared responsibility. We expect all our suppliers to meet the highest ethical, legal, and financial standards. This includes:

- Compliance with laws and regulations: operating fully in line with all applicable local, national, and international laws and standards.
- Integrity and accountability: conducting business honestly, fairly, and with respect for all stakeholders.
- Financial stability: maintaining a solid financial position to ensure reliable and sustainable collaboration.
- Good labour conditions and respect for human rights: providing a safe, fair, and supportive work environment where all individuals are treated with dignity and respect. Good labour conditions are vital to protect workers' health and well-being, foster motivation and productivity, and build a sustainable, ethical supply chain.

Suppliers are expected to regularly assess risks to information security and compliance, and to cooperate transparently with Evos in providing evidence of their standards when requested.

Evos reserves the right to request documentation at any time to verify compliance with these standards and may take appropriate action, including suspension or termination of the business relationship, in cases of non-compliance.

3. Our Ethics

Business Integrity and Anti-Corruption

Evos expects suppliers to adhere to all anti-bribery and anti-corruption laws. We prohibit:

- Bribes, kickbacks, facilitation payments, or any improper inducement.
- Gifts or entertainment intended to improperly influence business decisions.

Suppliers should appoint a clear contact person responsible for cybersecurity and data protection matters, ensuring accountability at management level.

Suppliers must implement effective anti-corruption policies and procedures to prevent misconduct across their operations. Evos holds the right to request such a policy during the business relationship.

Sanctions and Export Control Compliance

Suppliers must fully comply with all international, national, and local trade laws and regulations governing the export, re-export, import, and movement of goods, services, technology, and information. These rules are essential to protect national and international security, prevent the spread of prohibited items, and promote responsible trade practices.

Specifically, suppliers are required to:

- Obtain all necessary licenses and permits before transferring products, technology, or services across borders.
- Screen business partners and transactions against applicable sanctions and restricted party lists (e.g., EU, U.S., OFAC, UN).
- Avoid any dealings with sanctioned countries, entities, or individuals, unless legally authorized.
- Prevent attempts to circumvent sanctions, such as routing goods through third countries to evade controls.
- Ensure compliance throughout the supply chain, including subcontractors and other third parties.

Evos reserves the right to request documentation, such as export licenses, screening records, and trade compliance policies, to verify that suppliers have appropriate controls in place.

Anti-Money Laundering

We expect our suppliers to comply with all applicable laws and regulations that aim to prevent money laundering and tax evasion. We expect our suppliers to maintain adequate procedures and controls to avoid being – directly or indirectly – involved in money laundering. This includes the identification of red flags relating to money laundering and tax evasion. Evos has a zero-tolerance approach to anti-money laundering and tax evasion.

Conflict of Interest Disclosure

Suppliers are required to disclose any potential conflicts of interest, including situations where Evos employees may have personal or financial interests in a supplier's business.

Fair Competition

Suppliers must comply with all applicable antitrust and competition laws and avoid any agreements—formal or informal—that unlawfully restrict competition.

Confidentiality, Privacy & Trademarks

Suppliers must protect confidential information and the privacy of individuals and business partners, respect valid intellectual property rights and refrain from using the Evos name, logo or trademarks without prior written consent.

Data Protection

Any supplier system that stores or processes Evos data must be secure and protected against unauthorized access, disclosure, or destruction. Suppliers must:

- Use personal data only for legitimate business purposes.
- Limit access to authorized personnel.
- Retain data only as long as necessary; and
- Ensure third-party processors uphold equivalent privacy protections.

Suppliers should implement encryption, regular security audits, and employee training programs to ensure data protection.

4. Cybersecurity and Data Protection

Evos requires all suppliers and subcontractors to maintain strong cybersecurity practices to protect Evos data, systems and operations. Suppliers play a critical role in safeguarding the integrity and confidentiality of information across the supply chain.

Suppliers must:

- Implement robust cybersecurity measures, including firewalls, intrusion detection systems, malware protection, and regular vulnerability assessments, to protect networks, systems and data.
- Comply with all applicable cybersecurity and data protection laws and regulations, such as the General Data Protection Regulation (GDPR) or equivalent local legislation.
- Maintain a recognized level of cybersecurity maturity, such as alignment with ISO/IEC 27001, NIS2, or equivalent standards. They are expected to ensure resilience across their own operations and those of subcontractors. Any incidents that may impact Evos data, operations, or regulatory obligations must be reported to Evos without delay.
- Control access to Evos data and systems, ensuring that only authorized and trained personnel can access sensitive information and systems.
- Report cybersecurity incidents immediately, including data breaches or any unauthorized access, to Evos in a timely manner to mitigate risks and ensure quick resolution.

- Ensure third-party service providers (e.g. subcontractors or IT vendors) handling Evos data or systems meet equivalent cybersecurity and data protection standards.
- Maintain secure data storage and transfer practices, including encryption of data at rest and in transit.
- Regularly train employees on cybersecurity awareness, phishing prevention and secure handling of confidential data.
- Develop and maintain a tested Cybersecurity Incident Response Plan, demonstrating preparedness to respond to and recover from potential cyber threats or breaches.

Evos reserves the right to review and audit a supplier's cybersecurity controls and practices, directly or through a reputable, authorized third party, to ensure alignment with these requirements.

Recordkeeping and Transparency

Suppliers are required to maintain precise and timely records of business transactions, implement controls for quality, safety, and compliance, and disclose facility locations and the sources of key materials to facilitate supply chain traceability.

5. Health, Safety, and Environment (HSE)

Evos expects all suppliers and subcontractors to go beyond minimum legal compliance by demonstrating a proactive and ongoing commitment to health, safety and sustainability. Evos expects all suppliers and subcontractors to:

- Maintain safe and healthy workplaces by identifying, assessing, and controlling risks, providing regular employee training, and ensuring the availability and proper use to protective equipment.
- Comply with all applicable HSE laws, regulations, and industry standards, and continuously improve HSE performance.
- Comply with all provided Evos' requirements and Standards.
- Monitor, report, and reduce environmental impacts, including emissions, waste, energy consumption and water usage.
- Prioritize the use of sustainable materials, renewable energy, and environmentally responsible production methods.
- Obtain and maintain relevant HSE and sustainable certifications (e.g. ISO 14001, ISO 45001, or equivalent) and make them available upon request.
- Establish transparent HSE reporting practices and cooperate fully with audits and site inspections conducted by Evos or reputable, authorized third parties appointed by Evos.

6. Human and Labor Rights

Evos is committed to upholding the highest standards of human rights and fair labor practices throughout its supply chain. Suppliers and subcontractors must create and maintain a safe, fair, and respectful work environment. This includes the following requirements:

- Respect human dignity and promote equality and inclusion. Suppliers must treat all individuals with dignity and respect, promoting a culture of diversity and inclusion where everyone has equal opportunities, regardless of gender, ethnicity, religion, sexual orientation, disability, or any other protected characteristic.
- Prohibit forced labor, child labor, human trafficking, and slavery. Suppliers shall not engage in, support, or tolerate any form of forced labor, bonded labor, involuntary prison labor, child labor, human trafficking, or modern slavery in their operations or supply chains.
- Ensure workers are free to leave employment with reasonable notice. Workers must be free to terminate their employment with reasonable notice, as defined by local laws or contractual agreements, without fear of retaliation or penalty.
- Comply with international labor standards, including the UK Modern Slavery Act 2015, Universal Declaration of Human Rights and other jurisdictional equivalents.
- Support collective bargaining and the right to organize. Suppliers must respect employees' rights to form or join trade unions and to engage in collective bargaining without interference, intimidation, or discrimination.

- Meet or exceed legal standards for wages, benefits, and working conditions. Compensation paid to workers must meet or exceed the minimum wage required by law. Suppliers should also ensure that working hours, rest periods, overtime, and benefits comply with applicable laws and regulations, supporting the health and well-being of their workforce.
- Prohibit harassment, discrimination, and retaliation in any form. Suppliers must maintain a workplace free from harassment, discrimination, abuse, or any form of retaliation. There must be clear policies and procedures in place to prevent such behaviour and to allow workers to safely report concerns without fear of negative consequences.

7. Supply Chain Responsibility

Evos holds itself accountable for the conduct of its entire supply chain and expects suppliers to do the same. Suppliers are expected to:

- Cascade this Code of Conduct to their own suppliers and subcontractors, ensuring that they are aware of and comply with these standards.
- Integrate the principles of this Code into their own internal policies, procedures, and day-to-day operations. Act transparently and ethically across all business relationships.
- Manage risk proactively in their supply chain and report any concerns to Evos in a timely manner.
- Cooperate with audits and allow access to premises, personnel, and documentation
- Maintain a tested Business Continuity Plan (BCP) to ensure operational resilience in case of disruptions (e.g. fire, natural disasters). Evos holds the right to request a BCP during the business relationship. Business continuity should explicitly cover resilience to cyber and information security disruptions, with tested recovery capabilities to protect the continuity of services.

8. Assessments and Audits

Evos reserves the right to assess supplier practices to verify compliance with this Code. This may include self-assessment by suppliers, or a request for additional information, or on-site visit. We also reserve the right to audit our suppliers.

Evos may request evidence of cybersecurity and compliance measures, including relevant policies or certifications, and expects full cooperation from suppliers.

Suppliers are expected to respond openly and fully to any requests, collaborate on corrective action plans when necessary and resolve identified issues to an acceptable standard within agreed timelines.

In cases of non-compliance, Evos reserves the right to take appropriate measures. Evos may, at its sole discretion, suspend or terminate the business relationship.

9. Whistleblowing and Reporting

Suppliers must have a clearly communicated whistleblower process that protects employees from retaliation and enables safe reporting of ethical or legal concerns, in accordance with the EU Whistleblower Protection Directive.

If a supplier or their employee becomes aware of fraud, misconduct, or unethical behaviour involving Evos staff, they are encouraged to report it—confidentially and without fear of retaliation—via the [Evos Integrity Line](#).