

SUPPLIER CODE OF CONDUCT



Esker is committed to following applicable national and international laws, regulations, conventions and best practices in its day-to-day operations, particularly with regard to ethics, social responsibility and environmental protection.

Likewise, Esker expects its suppliers to comply with applicable laws and ethical principles in managing their own company. Esker requires strict compliance with these standards by all of its suppliers, their employees, their contractors and their own suppliers.

The highest standards or strictest provisions apply whenever national laws and other applicable regulations cover the same topics as this Supplier Code of Conduct. When the Supplier Code of Conduct contradicts current law, the current law must apply.

Esker works with suppliers who agree to comply with the requirements of this Supplier Code of Conduct and the principles stipulated in the International Labour Organisation's Fundamental Conventions, the Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises and the United Nations Women's Empowerment Principles.

Our suppliers endorse the work produced by their contractors and suppliers with respect to Esker and guarantee that their contractors and suppliers comply with this Supplier Code of Conduct and the relevant obligations.

If this Supplier Code of Conduct is breached by one of its suppliers or by one of their subsequent suppliers or contractors, Esker reserves the right to review and possibly terminate the business relationship, under the conditions provided for by applicable law, even if there is no written contract formalising the relationship, without prejudice to Esker's other rights or remedies that may be exercised.

1. WORKING STANDARDS AND SOCIAL RESPONSIBILITIES

Esker requires exemplary corporate social responsibility from its suppliers.

1.1. Prohibition of child labour

Children under the age of 16 are strictly prohibited from working. In countries where local laws provide for a higher working age or extend compulsory schooling beyond the age of 16, the higher age applies. Any type of work that may compromise the health, safety, or morality of children should not be performed by anyone under the age of 18.

1.2. Prohibition of forced labour

The use of forced labour, slavery, servitude or human trafficking by our suppliers, the retention of identity papers or work permits, the requirement of a security deposit from workers, or any use of constraints is strictly prohibited. All workers have the right to freely accept or leave a job. Suppliers cannot force workers to work to repay a debt that they owe or that is owed by a third party.

1.3. Prohibition of illegal, clandestine, or unreported work

Our suppliers must comply with all applicable regulations to prevent illegal, clandestine and unreported work.

1.4. Prohibition of harassment and abuse

We expect our suppliers to treat their employees with respect and dignity. Our suppliers must not tolerate or practice any form of corporal punishment, physical, sexual, verbal or psychological harassment, or any form of abuse.

1.5. Prohibition of discrimination

We expect our suppliers to treat all their employees equally and fairly. Our suppliers may not practice any form of discrimination — particularly with respect to pay, hiring, access to training, promotions, maternity protection and dismissal — based on sex, race, ethnicity, religion, age, disability, sexual orientation, political affiliation, labour union membership, nationality, gender identity, or social background.

1.6. Pay and benefits

At a minimum, our suppliers must pay a regular wage at least monthly, pay overtime at the legal rate and comply with all legal requirements related to benefits. If there is no legal minimum wage or overtime rate in the relevant country, the supplier must ensure that wages are at least equal to the average minimum in the relevant industrial sector and that the overtime rate is at least equal to the usual hourly pay rate. We expect our suppliers to ensure that all of their employees have the benefits provided for in any collective agreement, corporate agreement and any other applicable individual or collective agreement.

1.7. Working hours

In terms of working hours, our suppliers must comply with the applicable local laws and regulations, which cannot, under any circumstances, exceed the maximum established by internationally recognised standards, such as those of the International Labour Organisation. Our suppliers may not impose excessive overtime. The total number of hours worked per week, including overtime, cannot exceed the legal limits. Workers are entitled to the minimum number of days of leave established by applicable law and must receive at least one day of rest per seven-day period.

1.8. Health and safety

Our suppliers are expected to provide their employees with a safe and healthy work environment to avoid accidents or personal injuries that may be caused by, associated with, or result from their work, including during the handling of equipment or during business trips. Our suppliers must establish procedures and training to detect, avoid and mitigate, as much as possible, any hazards that may present a risk to the health, hygiene and safety of the staff. They must comply with all applicable, relevant, local and international laws and regulations. The same principles apply to accommodations made available by suppliers.

2. ENVIRONMENTAL REGULATION AND PROTECTION

Esker takes concrete measures to protect the environment as part of a programme that includes cooperation with its suppliers to ensure that best practices are applied throughout the supply chain.

Esker expects its suppliers to share this commitment and encourages their initiatives aimed at reducing the environmental impact of their activities.

Esker requires its suppliers to comply with local and international environmental standards and regulations, obtain the required environmental permits, and be able to demonstrate the effective implementation of the following requirements:

Implementation of an **environment management system**.

Improvement of the environmental performance of their site and production tools, particularly the appropriate treatment of waste, the elimination of air, water, and soil pollution, and the reduction of greenhouse gas emissions through the use of renewable energy, the reduction of water and energy consumption, and the appropriate handling of hazardous chemicals.

Establishment of measures to preserve biodiversity, ensuring the traceability and regulatory compliance of the raw materials and substances used.

Training and skills development for staff whose duties have a direct impact on the environment and availability of the means necessary for them to carry out their duties efficiently.

3. PROFESSIONAL INTEGRITY REQUIREMENTS

Esker requires exemplary integrity from its suppliers in the conduct of their activities.

3.1. Legal requirements

We expect our suppliers to act fully in accordance with applicable local, national and international laws in the conduct of their business.

3.2. Prohibition of all forms of corruption

We expect our suppliers to comply with all applicable corruption laws and to take appropriate measures to prevent, detect and punish any acts directly or indirectly related to corruption or influence peddling in the scope of their activities.

3.3. Prevention of conflicts of interest

We require our suppliers to comply with all applicable laws related to conflicts of interest and to strive to prevent the occurrence of a conflict of interest in their collaboration with Esker.

3.4. Prohibition of money laundering

Money laundering can occur when an action is undertaken to conceal the actual origin of money or assets associated with criminal activities. We expect our suppliers to take all appropriate measures to prevent their operations from being used as a vehicle for money laundering.

3.5. Fair competition

Our suppliers undertake to comply with applicable competition laws in the countries where they operate. This encompasses the prohibition of abuse of dominance, concerted practices and illegal agreements between competitors.

3.6. Confidentiality

Our suppliers must agree to take all necessary measures to ensure the confidentiality of trade secrets and other non-public information communicated as part of their business relationship with Esker.

3.7. Prevention of insider trading

Our suppliers must comply with applicable laws related to insider trading.

3.8. Protection of personal data

We require our suppliers to comply with applicable laws and regulations related to personal data.

3.9. Trade restrictions and international sanctions

We require our suppliers to comply with trade restrictions and international sanctions, taking into account changes to them, as well as the laws and regulations related to export controls.

3.10. Gifts and invitations

Gifts and invitations may be acceptable acts of courtesy within established business relationships if their scope and values are limited, if they are offered openly and transparently, if the country's local law or use authorises this practice, if they are meant to reflect consideration and recognition, and if they are not offered in expectation of a benefit.

In some cases, such practices may be subject to anti-corruption provisions or other legal rules that should therefore be known and followed.

3.11. Asset protection

Our suppliers must take all necessary measures to protect Esker's resources and assets, particularly its intellectual property rights.

3.12. Public pronouncements

We expect our suppliers to demonstrate the highest level of vigilance with regard to public pronouncements, especially online and on social networks. They shall ensure that their actions are not attributed to Esker and that they comply with the supplier's commitment to confidentiality and professional secrecy.

3.13. Information transparency

Our suppliers must provide clear and accurate information about the methods and resources they use, production sites and the characteristics of provided products or services, and they must refrain from any misleading claims.

4. INSPECTION AND AUDIT

4.1. Inspection

We reserve the right to monitor compliance with these principles and to conduct compliance audits of our suppliers and their subsequent suppliers and contractors. Our suppliers must provide all necessary information and facilitate access by Esker representatives seeking to verify compliance with the requirements of this Code. Suppliers must undertake to improve or correct any detected insufficiency. Esker may also support its suppliers to establish and implement best practices to resolve minor cases of noncompliance.

4.2. Accuracy of records and access to information

Our suppliers must keep sufficient records to prove compliance with this Supplier Code of Conduct. They must provide our representatives with complete, authentic and accurate records.

DATE:

SUPPLIER NAME AND ADDRESS:

SUPPLIER'S REPRESENTATIVE NAME AND TITLE:

SIGNATURE:



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