



**SUPPLIER
CODE OF
CONDUCT**


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1. Purpose and Scope

A photograph of two people in conversation. On the right, a woman with long dark hair, wearing a red jacket over a white sweater and blue jeans, is smiling broadly with her hands clasped. On the left, a man with dark curly hair, wearing a dark green sweater, is seen from the side, gesturing with his hand as if speaking. The background is a bright, blurred indoor setting, possibly a cafe or office.

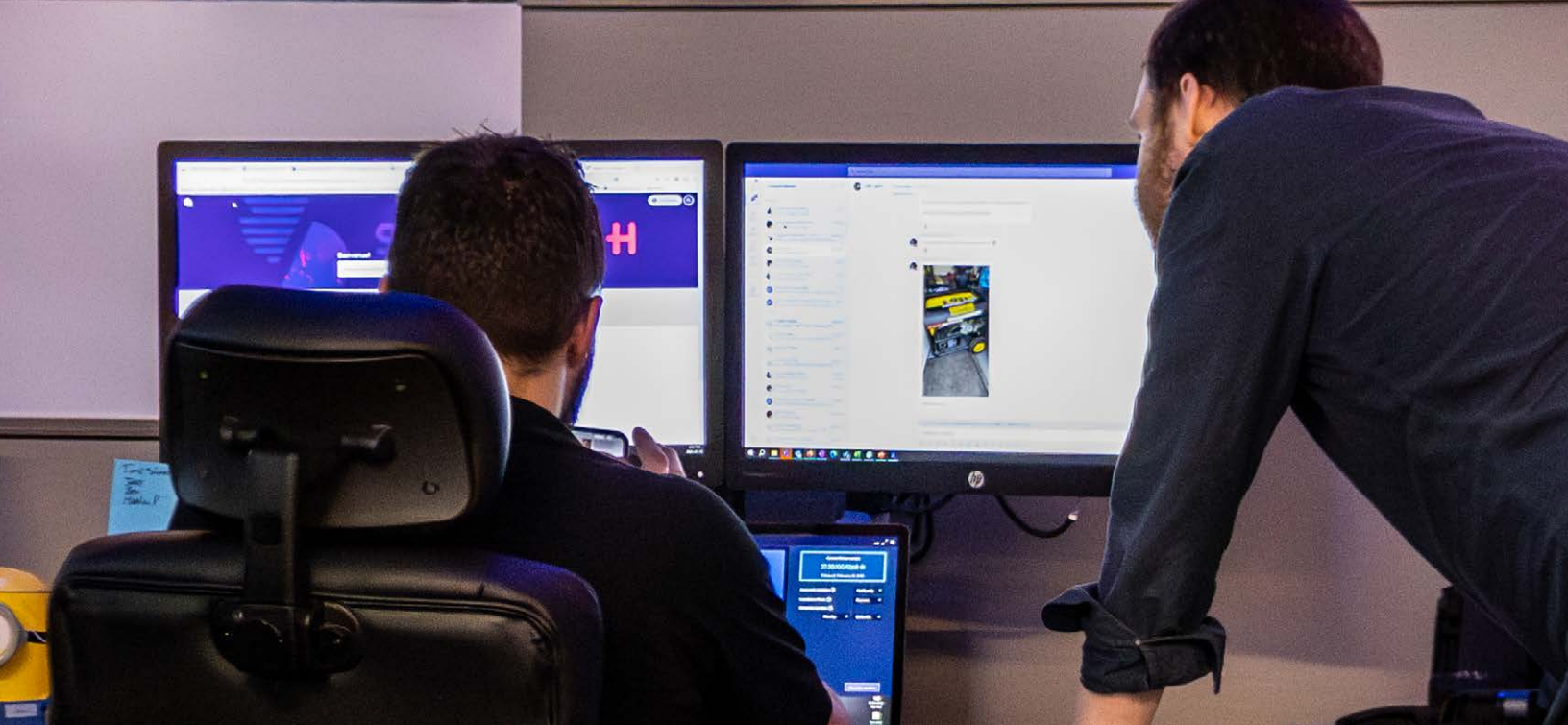


This Supplier Code of Conduct (the “**Code**”) aims to establish ethical, social, professional, and environmental standards that all suppliers must adhere to as part of their engagement with Solotech.

This Code applies to all suppliers of goods or services, including without limitation, contractors, consultants, advisors, freelancers, subcontractors and their employees involved in the provision of goods or services to Solotech, whether or not they are bound by a written agreement with Solotech (collectively, the “**Suppliers**”).

Suppliers are required to apply the principles outlined in this Code in all their activities with Solotech, including its subsidiaries, and must comply with all applicable laws and regulations in each country where they operate. They must also ensure that their employees understand and adhere to these commitments by providing them with the necessary information and training.

2. Compliance with our Standards of Conduct



2.1. Making Health and Safety a Priority

Solotech is committed to providing a healthy and safe workplace for its employees and requires all its Suppliers to actively contribute to this effort. All Suppliers must comply with Solotech's health and safety protocols and policies, as well as those of Solotech's clients or partners when present on their sites, in addition to adhering to all applicable health and safety laws, regulations, or standards.

Suppliers must ensure that all their employees are fit for work at all times and are not impaired while performing their duties for Solotech.

2.2. Acting with Respect and Dignity

Respect and dignity are expected in all interactions from Suppliers. Any disrespectful, discriminatory or unfair behavior will be considered a failure to meet expectations. Suppliers must act diligently and competently, to the best of their abilities, in order to adhere to the highest standards and protect Solotech's interests.

2.3. Anti-Harassment and Bullying

Solotech is committed to providing a healthy workplace, free from any form of violence or harassment. Any behavior that undermines a person's dignity or creates an atmosphere of intimidation, hostility, or exclusion is prohibited and may result in the termination of the Supplier's engagement.

This includes, but is not limited to, verbal or physical abuse, intimidation, discrimination, and any form of harassment. Harassment can take many forms, such as sexual, verbal, physical, psychological, emotional, or any other type of harassment.

2.4. Promoting Equal Opportunity and Non-Discrimination

Solotech is committed to fostering an inclusive workplace where all employees have equal opportunities to succeed. To this end, we ensure that our employment practices are free from discrimination and promote equality. All our Suppliers are expected to act in the same way, offering their employees fair compensation and equal access to employment.

2.5. Avoiding Conflicts of Interest

2.5.1. General Principle

Suppliers must avoid conflicts of interest or situations that may appear to be conflicts of interest in their interactions with any third party and with Solotech. Any potential conflict of interest or appearance of a conflict of interest must be disclosed to Solotech.

2.5.2. Gifts or Other Benefits

Suppliers must not offer gifts, favors, or other benefits if these could be perceived as an attempt to influence the decisions or actions of Solotech employees. Gifts of nominal value and not intended to influence decisions (e.g., meals, invitations to events, or promotional items) are generally acceptable. However, if Solotech is negotiating a contract with a Supplier or if the Supplier is participating in a tender process initiated by Solotech, no gifts, favors, or other benefits should be offered during the process.

2.6. Dress Code and Personal Appearance

Maintaining a professional appearance is very important and contributes to Solotech's professional image. All Suppliers acting on behalf of Solotech must maintain proper personal hygiene and ensure that their clothing is neat, clean, and appropriate for the work environment.

3. Safeguarding Company Assets



3.1. Confidential Information

Suppliers must protect and handle Solotech's confidential information (including personal information) with the utmost care and in accordance with Solotech's policies and applicable laws. Access to confidential information must be limited to individuals who need it to perform their duties. Disclosing confidential information to unauthorized persons is strictly prohibited. This obligation continues even after the termination of any Supplier's engagement.

Where applicable, Suppliers must also implement appropriate cybersecurity measures to prevent unauthorized access, loss, alteration, or theft of data. This includes using secure systems, encrypting sensitive data, implementing robust access controls, and regularly applying security updates. Any identified vulnerabilities or threats that could affect the security of Solotech's information must be reported without delay.

In the event of a privacy incident involving personal information or a suspected incident, a notification must be made immediately to Solotech's Data Protection Officer at privacyofficer@solotech.com.

3.2. Intellectual Property

Intellectual property is a critical asset of Solotech and includes, among other things, inventions, designs, trademarks, trade names, and proprietary processes. Protecting our intellectual property is essential to maintaining our competitive edge and fostering innovation. Suppliers must respect the intellectual property rights of Solotech as well as those of any third party.

An aerial photograph of a winding asphalt road that curves through a dense, lush green forest. The road is dark and contrasts with the vibrant green of the trees. The perspective is from directly above, looking down on the road as it snakes through the canopy. The lighting is bright, creating a high-contrast scene with deep shadows in the forest and bright highlights on the road and some of the foliage.

4. Promoting Ethical Business Practices

4.1. Anti-Bribery and Prevention of Corruption

Solotech maintains a zero-tolerance policy towards corruption and bribery in all their forms. Suppliers must conduct their business with integrity and must never offer, solicit, or accept any form of bribe or improper payment from any person, organization, or public official to gain an unfair advantage or influence a business decision.

4.2. Prevention of Modern Slavery

Modern slavery encompasses various forms, including forced labor, child labor, human trafficking and other forms of contemporary exploitation, often involving violations of fundamental human rights. Solotech requires all its Suppliers to exercise due diligence to prevent any risk of modern slavery in their supply chain and to commit to respecting the fundamental rights of all individuals, including the right to work free from coercion, exploitation and to maintain high standards of ethical conduct, accountability, transparency and respect for human rights.

4.3. Imports and Sanctions

Suppliers must comply with all laws, policies and regulations applicable to imports and exports, including sanctions and embargoes. They are also responsible for obtaining all necessary authorizations for the import and export of goods and services, where applicable.

4.4. Integration of Sustainable Practices

As a Supplier, you play a crucial role in responding to environmental challenges and growing sustainability expectations. Solotech expects its Suppliers to actively support Solotech's commitment to sustainability by helping to reduce its environmental footprint, notably by optimizing the use of resources, limiting waste and promoting eco-responsible practices.

On the social front, Suppliers must ensure a safe and inclusive working environment, promote diversity and respect international standards on human rights and working conditions.

Solotech encourages its Suppliers to integrate environmental, social and governance (ESG) principles into their daily practices, ensuring transparency, ethical compliance and the fight against corruption.

5. Reporting



Any Supplier who witnesses any unethical behavior, misconduct or violation of this Code is strongly encouraged to report the situation by providing the relevant information via Solotech's reporting system:

- Visit [ClearView Connects](#); or
- For Canada and United States, call: 1-866-805-2852.
- For United Kingdom and Europe, call: 0330 808 4790.

Suppliers may choose to report anonymously.



6. Compliance and Periodic Review

Compliance with the principles set forth in this Code is mandatory for all Suppliers as a condition of their engagement with Solotech. The Code will be reviewed periodically to ensure that it remains relevant and aligned with applicable laws, industry standards and the evolution of our business.

