

CODE OF BUSINESS CONDUCT – SUPPLIER VERSION

Chapter 4 and its companies operate in various European markets. We uphold national laws and international regulations, as well as industry codes of conduct. Our commitment to ethical conduct and maintaining the highest standards of honesty and integrity is unwavering.

We expect and require all our business partners, including suppliers, to share our commitment to ethical behaviour. Suppliers must confirm their agreement with our Code of Business Conduct (in the first column) as amended for non-Chapter 4 entities (in the second column).

We expect all our suppliers to use appropriate systems to facilitate and monitor compliance with these standards and adherence to local and applicable international laws.

We expect our suppliers to demonstrate their commitment to the principles of this code and to have an ongoing process of risk management to identify the environmental, health and safety, labour practices and ethics risks associated with the suppliers' operations. Suppliers should encourage staff to report concerns without fear of threat or reprisal.

Suppliers should take appropriate action as required. Suppliers should put in place equivalent standards to this Code for their own supply chain.

Chapter 4's Code	What Chapter 4 Expects from Its Suppliers
We, the officers, and staff of all companies in the Chapter 4 Group ("the Group") recognize our obligations to all stakeholders, including shareholders, clients, staff, and suppliers.	You acknowledge these obligations and commit to not acting in ways that undermine them.
Information about our business shall be communicated clearly and accurately, without discrimination, and in accordance with local regulations.	You agree to handle information about the Chapter 4 Group as specified.
We select and promote our employees based on their qualifications and merit, without discrimination based on race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age, or disability.	You confirm that your organization follows similar non-discriminatory policies.
We believe that a workplace should be safe and respectful, and that employment must be freely chosen. We will not tolerate sexual harassment, discrimination, or offensive behaviour of any kind, including persistent demeaning actions, or displaying or distributing offensive material.	<p>You confirm that your organization has similar policies and will respect our workplace and people as specified:</p> <p>In particular:</p> <ul style="list-style-type: none"> ▪ Employment must be freely chosen; forced or bonded labour or any other form of modern slavery must not be used; ▪ Workers must not be required to surrender passports or government-issued identities as a condition of employment; ▪ Child labour is prohibited; ▪ Compensation must comply with all applicable wage laws;

	<ul style="list-style-type: none"> ▪ Work weeks must not exceed the maximum set by local law; ▪ There must be no inhumane treatment of workers, including sexual harassment, sexual abuse, corporal punishment, physical coercion, or verbal abuse; ▪ Chapter 4 expects suppliers to create and maintain safe working conditions for all workers; ▪ Worker exposure to physical hazards must be minimized or controlled; ▪ Suppliers must have adequate procedures to handle emergencies affecting workers; ▪ Systems must be in place to manage, track, and report occupational injuries and illnesses.
We will not tolerate the use, possession, or distribution of illegal drugs, or employees working under the influence of drugs or alcohol.	You confirm that your organization has similar policies and will respect our workplace and people as specified.
We will treat all information related to the Group's business or its clients as confidential. Insider trading and using confidential information for personal gain are expressly prohibited.	You agree to adhere to our policies regarding information confidentiality.
We are committed to protecting consumer, client, and employee data in accordance with national laws and industry codes.	You confirm that your organization has equivalent commitments covering all information related to our business and partners.
We will not create work containing offensive statements, suggestions, or images, and will consider the impact of our work on minority segments of the population, including race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age, or disability.	Where relevant, you confirm that your work adheres to similar standards.
We will not undertake work intended to mislead, including on social, environmental, and human rights issues.	Where relevant, you confirm that your work adheres to similar standards.
We will consider the potential for clients or work to damage the Group's reputation before taking them on, including reputational damage from association with clients involved in human rights abuses.	This applies only to members of the Chapter 4 Group.
We will not engage in any activity, directly or indirectly, for personal or family gain that competes with companies within the Group or conflicts with our obligations to any such company.	This applies only to members of the Chapter 4 Group.
We will not give, offer, or accept bribes, whether in cash or otherwise, to or from any third party, including government officials, clients, and brokers. We ensure that all staff understand this policy through training, communication, and by example.	This applies directly to you.
We will not offer items of personal inducement to secure business, except for appropriate entertainment or minor gifts, unless restricted by the client's policy.	This applies directly to you.

<p>We will not accept goods or services of more than nominal value from suppliers, potential suppliers, or other third parties for personal benefit.</p>	<p>This applies directly to you.</p>
<p>We will not have any personal or family conflicts of interest within our businesses or with suppliers or other third parties with whom we do business.</p>	<p>You should have equivalent policies in your organization.</p>
<p>No corporate contributions, including services or materials for less than market value, may be made to politicians, political parties, or action committees without prior written approval from the Chapter 4 Management Board.</p>	<p>You should have your own policy regarding such contributions, with appropriate authorization procedures.</p>
<p>We strive to positively contribute to society and the environment by maintaining high communication and marketing ethics standards, respecting human rights in our business and supply chain, protecting the environment, supporting community organizations, fostering employee development, and managing significant sustainability risks in our supply chain. Our Sustainability Policy and Human Rights Policy Statement detail our commitments.</p>	<p>You should have equivalent policies in your organization. In particular:</p> <ul style="list-style-type: none"> ▪ Suppliers must comply with local and international regulations concerning modern slavery and human trafficking; ▪ Suppliers must obtain all relevant environmental authorizations, including for waste and emissions; ▪ Suppliers must prevent pollution through conservation measures, recycling, reusing, and substituting materials.

We affirm our commitment to comply with Chapter 4's Business Conduct Code as amended for our organization. If any violations come to our attention, especially concerning bribery, improper gifts or services involving your organization or any third party, or any other issues potentially detrimental to Chapter 4's standards, we will promptly notify you.

Name:

Position:

Organization:

Signature:

Date: