



Supplier's Code of Conduct

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1. INTRODUCTION

At DXS International Plc, we are committed to conducting business in a socially and environmentally responsible manner.

To achieve this, DXS strives to work with reputable suppliers who share this commitment. To ensure consistency and mutual commitment, DXS requires its suppliers (including their employees, representatives, and subcontractors) to adhere to this Supplier Code of Conduct ("Supplier Code").

This Supplier Code does not replace specific contractual requirements. If a contractual term is stricter than this Supplier Code, the supplier must follow the stricter contractual requirement.

Suppliers must comply with applicable laws and regulations. When the Supplier Code requirement is more stringent than applicable laws, the more stringent requirement should be followed. If there is a conflict between legal or regulatory requirements and this Supplier Code, suppliers should follow the law while aiming to meet the principles of the Supplier Code.

Suppliers must act ethically and transparently, even if the Supplier Code, contractual obligations, and/or additional DXS policies do not specifically address a situation.

2. SUPPLIER SUSTAINABILITY, DIVERSITY, EQUITY, AND INCLUSION

2.1. Climate & Environment

Suppliers will comply with relevant environmental laws and consider the environmental impact of their business decisions. DXS urges suppliers to establish Greenhouse Gas (GHG) emission reduction targets and implement strategies to minimise their GHG emissions.

2.2. Diversity, Equity, and Inclusion (DEI)

DXS recognises the value of diversity, strives for equity for all employees, and is dedicated to fostering a genuine culture of inclusion. Suppliers must comply with all applicable DEI-related laws and consider how their business decisions impact diversity, equity, and inclusion in their workplace. DXS encourages suppliers to set commitments and goals to advance DEI within their organisations.

3. COMPLIANCE AND REPORTING MISCONDUCT

3.1. Accountability and Compliance

Suppliers are responsible for monitoring and documenting their compliance and efforts to promote compliance within their supply chains. DXS has the right to investigate any instances of a supplier's non-compliance that come to its attention. Non-compliance may result in DXS voiding or terminating contractual obligations with a supplier without penalty.

3.2. Reporting

Suppliers should establish a hotline, reporting tool, or other grievance mechanism for their employees to report illegal or improper conduct without fear of retaliation.

4. LABOR PRACTICES AND HUMAN RIGHTS

DXS believes in human rights and equal opportunity in the workplace. We expect our suppliers to treat their employees fairly, with dignity and respect.

5. RESPECT AND FAIR TREATMENT

Suppliers must follow all laws related to non-discrimination and anti-harassment in hiring and employment. They should maintain a workplace where business is conducted respectfully, and everyone is treated fairly.

6. SAFETY AND SECURITY

Suppliers must promote safe and secure workplaces. They should have policies and practices to ensure the health and safety of their employees and take all necessary steps to provide a safe working environment.

7. EMPLOYMENT ELIGIBILITY AND VOLUNTARY LABOR

Suppliers must only employ workers who have a legal right to work. Child labour (as defined by the International Labour Organization) and forced labour (including prison labour, indentured labour, bonded labour, or slave labour) are prohibited under any circumstances.

8. APPROPRIATE WORK HOURS AND WAGES

Suppliers must comply with all laws related to work hours, overtime, wages, and benefits. They should follow the International Labour Organization's Standards on Working Time and provide living wages to employees. Suppliers must not charge recruitment fees to employees, retain employee passports or other travel documents, and must provide adequate living facilities (where dormitories are provided).

9. BUSINESS PRACTICES

Protecting DXS' confidential information and being a leader in privacy and data security are essential to our business, customers, and reputation.

10. PRIVACY

Suppliers must follow all applicable data protection and privacy laws. They should never disclose personal data outside of DXS, except as required by law or as directed by DXS. Suppliers must adhere to DXS' Privacy Principles.

11. PUBLICITY

Suppliers must not use DXS International's names, logos, or proprietary marks, or share or publicise their business relationship with DXS for any reason without prior written consent by DXS.

12. CONFIDENTIAL AND PROPRIETARY INFORMATION

Suppliers must protect confidential and proprietary information and prevent its misuse, theft, fraud, or improper disclosure. Suppliers must handle, discuss, or transmit confidential or proprietary information that could affect DXS, its employees, customers, the business community, or the public with utmost care.

13. INTELLECTUAL PROPERTY

Suppliers must safeguard and take necessary steps to protect DXS International and its customers' proprietary intellectual property, even if it is public. This includes trademarks, patents, copyrights, inventions, and other proprietary works. Suppliers must only use such intellectual property for the purposes authorised in a contractual agreement.

14. BUSINESS RECORDS

Suppliers must maintain accurate and complete business records on all matters related to their business with DXS. Suppliers must provide such business records to DXS upon request.

15. INSIDE INFORMATION AND INSIDER TRADING

Suppliers that gain access to any material, non-public information about DXS, its customers, or business partners while working with DXS must not share that information with others or use it for market trading or to tip anyone else in market trading.

16. BUSINESS RELATIONSHIPS AND INTEGRITY

DXS requires its suppliers to do business the same way DXS does: Responsibly, with integrity, high ethical standards, and in compliance with the law.

17. ANTI-BRIBERY AND ANTI-CORRUPTION

Suppliers must never offer, promise, make, or authorise any payment, bribe, or thing of value related to DXS' business to gain a business advantage.

18. COMPETITION

Suppliers must comply with all laws related to fair competition and antitrust.

19. CONFLICTS OF INTEREST

Suppliers must inform DXS of any situation that may appear as a conflict of interest. They must also disclose if any DXS employee or contractor has any interest in the supplier's business or any financial ties with the supplier.

20. GIFTS OR OTHER BENEFITS

Suppliers should have a well-thought-out policy on gifts and entertainment. Bribes or expensive luxury gifts to DXS employees are not allowed, no matter what the local customs are.