

# Global Third-Party Code of Conduct

## Introduction

Eviture's Third Party Code of Conduct (the "Code") explains the minimum standards of integrity and business conduct that Eviture expects of the Third Parties with which it does business. Eviture expects Third Parties to require the same levels of integrity and business conduct from their personnel and anyone outside their organisation engaged to provide services for or with Eviture.

We acknowledge that no code of conduct can address every situation that third Parties may encounter. As a result, this Code is not a substitute for Third Parties' own accountability and responsibility to exercise good judgement and obtain guidance regarding proper business conduct. Third Parties are encouraged to seek additional guidance and support from those within Eviture designated as responsible for their services for or with Eviture.

Third Parties shall comply with applicable local and international laws and regulations and are expected to comply with this Code. To the extent any applicable law or regulation is more restrictive than this Code, such law or regulation shall take precedence. Eviture expects Third Parties to implement policies, procedures, and training, as deemed necessary by the Third Party, to comply with this Code.

Eviture is committed to operating within a framework of ethical and professional standards, laws, regulations, internal policies, and the following core values:

### Act with integrity

- Speak up for what is right, especially when it feels difficult.
- Expect and deliver the highest quality outcomes.
- Make decisions and act as if our personal reputations were at stake.

### Make a difference

- Stay informed and ask questions about the future of the world we live in.
- Create impact with our colleagues, our clients and society through our actions.
- Respond with agility to the ever-changing environment in which we operate.

### Care

- Try to understand every individual and what matters to them.
- Recognise the value that each person contributes.
- Support others to grow and work in the way that brings out their best.

### Work together

- Collaborate and share relationships, ideas, and knowledge beyond boundaries.
- Seek and integrate a diverse range of perspectives, people and ideas.
- Give and ask for feedback to improve ourselves and others.

### Reimagine the possible

- Dare to challenge the status quo and try new things.



- Innovate, test, and learn from failure.
- Have an open mind to the possibilities in every idea.

## **Trust in how we do business**

### **Combating corruption and bribery**

Eviture does not tolerate corruption or bribery in any form. Soliciting, accepting, offering, promising, paying bribes or making other improper payments, including facilitation payments, is strictly prohibited, whether directly or through any third party.

Eviture defines corruption as making improper payments or other inducements, illegal/criminal conduct, the abuse of entrusted power for private gain or the provision of an improper advantage. Eviture defines bribery as offering, promising, giving, accepting or soliciting money, a gift or anything of value (including non-monetary value e.g., the offer of an internship or training) as an inducement or reward for doing something that is illegal, unethical, improper, a breach of trust or designed to corruptly influence the recipient's judgment or decision-making. Eviture defines a facilitation payment as a payment of any value, even if small, provided, in cash or kind, to active or former government officials to perform routine functions that they are otherwise obligated to perform (e.g., to expedite obtaining permits, licenses, visas, mail, or utilities).

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### **Conflicts of interest and sensitive situations**

Eviture is committed to identifying and addressing real and potential conflicts of interests and sensitive situations that may arise in the conduct of its business before accepting, commencing or continuing services.

Eviture defines conflicts of interests as any circumstance that could cast doubt on Eviture's ability to act with objectivity when providing services or in connection with Eviture's business. Eviture defines a sensitive situation as any circumstance that could create a serious commercial, reputational or client relationship issue for Eviture.

If a Third Party becomes aware of an actual or potential conflict of interest or a sensitive situation that may impact its work for or with Eviture or otherwise, it shall notify Eviture on a timely basis.

Depending on the circumstances, Third Parties may be required to put in place appropriate measures to manage the conflict of interest or sensitive situation.

### **Competing fairly**

Eviture is committed to fair competition and does not tolerate anti-competitive activity in any form.



Third Parties shall refrain from any unfair competition under applicable anti-trust and competition laws and regulations, whether alone or in combination with other entities or individuals. Specifically, Third Parties shall not enter into any agreement, formally or informally, to unlawfully restrict competition; set prices, compensation or benefits; or allocate clients, markets, people, or services for or on behalf of Eviture or otherwise in connection with any relationship with Eviture.

## **Trust with each other**

### **Hiring and employment practices**

Eviture is committed to providing equal employment opportunities for all.

Third Parties shall not discriminate against any individual in their employment or hiring practices. This includes discrimination based on race, ethnicity, colour, age, gender, gender identity or expression, sexual orientation, political beliefs, citizenship, national origin, religion, disability, parental status, economic/class status, veteran status, or any other protected status or characteristic that is not related to the individual's merit or the inherent requirements of the position sought.

### **Wages and hours**

Eviture is committed to compliance with applicable wage, hour and overtime laws and regulations.

Third Parties shall set working hours, wages and overtime pay in compliance with applicable laws and regulations in the country or countries in which they operate. Third Parties shall pay at least the applicable minimum wage. While it is understood that overtime may be required, Eviture expects Third Parties to carry out operations in ways that limit overtime to a level that promotes humane and productive working conditions.

### **Treatment of personnel**

Eviture is committed to providing a safe and non-discriminatory working environment.

Third Parties shall provide a working environment free of abusive, violent, threatening, disruptive and other improper behaviour and not tolerate harassment, and other disrespectful conduct, including sexual harassment, discrimination, and bullying.

### **Child labour**

Eviture is opposed to and does not tolerate any form of child labour.

Third Parties shall not use child labour and shall employ Personnel who meet the applicable minimum legal age requirement to work in the country or countries in which they operate.

### **Human trafficking and modern slavery**

Eviture is opposed to and does not tolerate any form of human trafficking or modern slavery.

Third Parties shall not engage in or support human trafficking or modern slavery, including forced, bonded or involuntary labour.



## **Health and safety**

Eviture is committed to providing a healthy and safe working environment in line with internationally declared human rights.

Third Parties shall provide a healthy and safe working environment in line with internationally declared human rights. Third Parties shall minimise and respond to health and safety incidents and accidents occurring in the workplace and provide adequate personal protective equipment.

## **Freedom of association**

Eviture principals and staff have the right to lawfully form and join organisations of their own choosing and peacefully associate.

Eviture expects Third Parties to allow their Personnel to lawfully form and join organisations and peacefully associate.

## **Trust in communities**

### **Environment**

Eviture is committed to minimising the direct and indirect environmental impacts of its operations and continuously improving its environmental performance.

Eviture expects Third Parties to identify and manage environmental impacts of their organisation. Eviture expects Third Parties to minimise greenhouse gas emissions and to engage in initiatives to promote environmental responsibility, effective waste management and efficient use of natural resources.

## **Trust in information**

### **Confidentiality and data protection**

Eviture respects the privacy and confidentiality of information relating or belonging to its clients, its principals and staff and others with whom it does business. Eviture protects personal and other confidential information in all forms.

Third Parties shall handle and disclose personal data and confidential information that they obtain during their relationships with Eviture, only as authorised and directed by Eviture and as required by applicable laws and regulations.

Third Parties shall protect personal data and confidential information against unauthorised and unlawful use, disclosure, access, loss, alteration, damage, and destruction.

### **Intellectual property**

Eviture is committed to protecting its intellectual property and respecting the valid intellectual property rights of others.

Eviture expects Third Parties to respect the intellectual property rights of Eviture and others. This means, for example, that Third Parties shall not use Eviture intellectual property in a manner that is not authorised by



Eviture nor other parties' unlicensed software or technology in support of or in connection with work for or with Eviture.

## **IT security**

Eviture is committed to protecting information entrusted to it, as well as physical and IT assets, through the development and implementation of information security controls.

Third Parties shall use security controls that meet Eviture's requirements to maintain and protect information, including physical and electronic assets, obtained from Eviture, Eviture's clients and other third parties.

## **Social media**

Eviture is committed to using social media platforms responsibly and being courteous and respectful in its online public communications.

Eviture expects Third Parties to refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory, and prohibited activity on social media platforms. Third Parties shall not act or speak on behalf of Eviture, represent themselves as Eviture, or express any views attributable to Eviture unless expressly authorised to do so by Eviture.