



eperi

Your Key to Cloud Data Protection

Vendor Code of Conduct

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Eperi GmbH

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VENDOR CODE OF CONDUCT

Eperi GmbH is committed to the principles of ethics, integrity and compliance with the law. The "eperi® Code of Conduct" contains mandatory standards that are binding for all eperi® employees. In particular eperi® end customers but also suppliers can expect eperi® to adhere to the basic values contained in these compliance standards without exception and to actively live them through eperi® employees.

Similarly, eperi® expects suppliers to accept these core values as well. This Code of Conduct for eperi® Suppliers contains the principles and minimum requirements to which eperi® suppliers of goods and services also commit themselves with their declaration.

eperi® will immediately pass on to the supplier any consequences that eperi® end customers may derive from a supplier's refusal to accept the declaration of acceptance and will evaluate the further business relationship with the supplier accordingly.

eperi® will not immediately terminate the business relationship with the Supplier for every violation of this Vendor Code of Conduct, provided there is a willingness to improve the situation in accordance with an agreed plan. However, if no sufficient improvement of the situation is recognizable in case of repeated violations, eperi® reserves the right not to continue the business relationship.

eperi® also reserves the right to amend the requirements of this Vendor Code of Conduct in the event of reasonable changes to the eperi® Compliance Standards. In this case, eperi® expects its suppliers to accept such changes.

PRINCIPLES & MINIMUM REQUIREMENTS

eperi® suppliers of goods and services will ensure the following:

COMPLIANCE WITH LAWS

→ Comply with and observe all relevant laws and regulations of the applicable legal system(s).

This applies in particular to compliance with all applicable export or re-export restrictions for products, information, software or information technology to be supplied.

PROHIBITION OF CORRUPTION AND BRIBERY

→ Not tolerate any form of corruption or bribery or engage in it in any way.

This includes, in particular, unlawful offers of payment or similar benefits to representatives of public bodies with the aim of influencing their decision-making.

RESPECT FOR THE FUNDAMENTAL RIGHTS OF EMPLOYEES

→ Promote equal opportunities and equal treatment of its employees regardless of their skin color, race, nationality, social background, any disabilities, sexual orientation, political or religious beliefs, gender or age;

→ Respect the personal dignity, privacy and personal rights of each individual;

→ Not employ anyone against their will or force them to work;

- Do not tolerate unacceptable treatment of employees, such as psychological hardship, sexual and personal harassment or discrimination;
- Do not tolerate behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
- Ensure appropriate remuneration and guarantee the applicable national minimum wage;
- Comply with the maximum working hours stipulated by law in the respective country;
- Recognize the freedom of association of employees and neither favor nor discriminate against members of employee organizations or trade unions.

BAN ON CHILD LABOR

- Not employ workers who are not at least 15 years old or who are subject to compulsory full-time education.

Only in countries that fall under the exception for developing countries in ILO Convention 138 may the minimum age be reduced to 14 years.

HEALTH & SAFETY OF EMPLOYEES

- Take responsibility for the health and safety of their employees;
- Contain risks and ensure the best possible precautionary measures against accidents and occupational illnesses.

ENVIRONMENTAL PROTECTION

- Observe the legal norms and international standards with regard to environmental protection;
- Minimize environmental impact and continuously improve environmental protection.

SUPPLY CHAIN

- Appropriately promote compliance with the contents of the Code of Conduct among their suppliers;
- Comply with the principles of non-discrimination in the selection of suppliers and in dealings with suppliers.