

Code of Conduct for Suppliers, Contractors, and Consultants

The Alltec Supplier Code of Conduct guides our partnerships and reflects our commitment to ethical business practices, sustainability, and respect for human rights.

Principles that Drive Our Partnerships

We uphold the highest standards of ethical behavior and integrity in all our business interactions. We are committed to fostering a diverse, inclusive, and equitable workplace where everyone feels valued and respected. We encourage open communication, collaboration, and mutual respect among all employees and partners. We believe that our success depends on our ability to work together as a team, learn from each other, and leverage our diverse perspectives and experiences.

Financial Integrity and Transparency

Financial integrity is paramount to our operations. We maintain transparent, accurate, and complete financial records in compliance with all applicable accounting standards and regulatory requirements. This includes recording revenues and costs in the correct periods, maintaining a robust system of internal controls, and cooperating fully with internal and external audits. We prohibit any falsification, omission, or misrepresentation of financial records.

Zero Tolerance for Corruption

Alltec has a zero-tolerance policy towards corruption. We do not offer, promise, give, or accept anything of value to gain an improper business advantage. We comply with all applicable anti-corruption laws and regulations, including those related to bribery and facilitation payments. We conduct due diligence on third parties and business partners to ensure they share our commitment to ethical business practices.

Responsible Gifts and Entertainment

Gifts and entertainment should never create the appearance of impropriety or influence business decisions. We adhere to strict guidelines regarding the giving and receiving of gifts and entertainment, ensuring they are reasonable, proportionate, and serve a legitimate business purpose. We prohibit

gifts or entertainment to or from government officials, except as permitted by law and with prior approval from the Legal department.

Respect for Human Rights

We respect and promote human rights in all our operations, in alignment with the United Nations Guiding Principles on Business and Human Rights. We do not tolerate any form of human rights abuse, including forced labor, child labor, and discrimination. We strive to create a safe and inclusive work environment where everyone is treated with dignity and respect.

Environmental Responsibility

We are committed to minimizing our environmental impact and operating in a sustainable manner. We comply with all applicable environmental laws and regulations, and we strive to reduce our carbon footprint, conserve resources, and minimize waste. We encourage environmentally responsible practices throughout our operations and supply chain.

Compliance with Laws and Regulations

We comply with all applicable laws, regulations, and industry standards where we operate. We regularly review and update our policies and procedures to reflect changes in the legal and regulatory landscape.

Reporting Concerns and Violations

Report any concerns or suspected violations of this Code of Conduct to Alltec through the appropriate channels. Alltec will investigate all reported concerns in a fair and confidential manner.

Consequences of Non-Compliance

Non-compliance with this Code of Conduct may result in termination of the business relationship with Alltec. Alltec reserves the right to take appropriate legal action in cases of serious or repeated violations.