



SUPPLIER CODE OF CONDUCT

Introduction - Responsible Sourcing at Vybond

Vybond Group, Inc. together with its subsidiaries, is committed to conducting business responsibly and sustainably. We hold ourselves to the highest standards—and expect the same from our suppliers.

We strive for transparency across the supply chain and work collaboratively to create a positive impact on the communities we serve. Together, we can leverage our collective influence to be a force for good.

1. Framework and Legal Compliance

This Supplier Code of Conduct (“Code”) and our procurement engagement program are grounded in global principles, including the United Nations Universal Declaration of Human Rights and the Sustainable Development Goals.

Furthermore, this Code ensures mutual compliance with an increasingly complex global regulatory environment. By adhering to these standards, suppliers assist Vybond in meeting its statutory obligations under various international and domestic laws, including:

- **Human Rights & Labor:** Provisions regarding the "Employer Pays" principle to eliminate debt bondage, as supported by the U.S. Federal Acquisition Regulation (FAR) 52.222-50, the UK Modern Slavery Act, and ILO Convention No. 181.
- **Due Diligence & Environment:** Requirements for proactive risk identification and remediation mandated by the German Supply Chain Due Diligence Act (LkSG) and the EU Corporate Sustainability Due Diligence Directive (CSDDD).
- **Artificial Intelligence & Data:** Transparency and oversight standards aligned with the EU AI Act, the Colorado AI Act (SB 24-205), and the GDPR.

Trade & Ethics: Compliance with anti-bribery (FCPA/UK Bribery Act) and trade sanction (OFAC) regulations. At Vybond, we are continuously evolving to deliver more—responsibly, ethically, and sustainably. We ask our suppliers to join us in embracing what it means to be a responsible corporate citizen in today’s and tomorrow’s value chain.

2. Scope and Purpose

This code outlines the principles and standards we require for our suppliers. Vybond expects all suppliers, as well as their employees, affiliates, agents, suppliers, sub-contractors, and others who are within their supply chain, to respect and adhere to this Code when conducting business. It is each supplier’s responsibility to communicate the Code to these groups and ensure their compliance.

A ‘supplier’ is any company or individual who provides Vybond with any goods or services. We expect the same adherence to this code from all our direct and indirect suppliers. This includes any third party used by suppliers to fulfill any contract with Vybond. Suppliers should use best efforts to have their suppliers and subcontractors commit to the principles and standards in this Code. This



includes acceptance of the implementation and monitoring methods such as self-disclosure and on-site inspections and audits, as detailed in Section 19.

Compliance with the code is required for the duration of our business relationship. We will monitor and measure progress through supplier engagement and our review process. However, where a supplier fails to comply or cannot or will not take actions to demonstrate compliance, then Vybond may take steps to seek alternative supply which may result in the termination of business with the relevant supplier.

Suppliers are expected to operate in full compliance with all applicable laws, rules and regulations and adhere to this Code. When local laws, rules and regulations are less restrictive than this Code, we expect suppliers to adhere to the standards in this Code in addition to applicable laws.

3. Human Rights and Labor Standards

Vybond places the highest priority on social responsibility toward employees and all individuals impacted by our operations (see Vybond's Global Human Rights Policy CORP-POL-00021). We expect our suppliers to:

- Operate ethically and foster business practices that improve their workplace, community, and society.
- Prevent involvement in human rights violations under any circumstances.
- Comply with all applicable laws and standards governing labor, human rights, and ethical conduct.

In addition, suppliers are required to uphold internationally recognized principles and guidelines, including:

- **The Ten Principles of the United Nations Global Compact**
- **The International Bill of Human Rights**
- **The ILO Declaration on Fundamental Principles and Rights at Work**
- **The United Nations Guiding Principles on Business and Human Rights**
- **The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct**

4. Respect, Inclusion, and Non-Discrimination

Vybond expects all suppliers to uphold the highest standards of respect and dignity for every employee. A diverse and inclusive workplace is essential—and discrimination, harassment, or retaliation will not be tolerated in any form. Suppliers must:

- Recruit, employ, and promote based solely on qualifications and ability, without regard to race, ethnicity, gender, religion or belief, disability, age, sexual orientation, military status, or any other characteristic protected by law.
- Ensure equal pay for work of equal value, eliminating any form of wage discrimination.
- Prohibit retaliation, including reprisals against individuals for filing a complaint, participating in an investigation, or opposing practices they reasonably believe violate the law or this policy.



Suppliers are required to comply with all applicable international, national, and local laws, including relevant ILO Conventions (e.g., No.111 on Discrimination and No.159 on Vocational Rehabilitation), as well as anti-discrimination, anti-harassment, anti-retaliation, and whistleblower protection regulations.

5. Child Labor, Forced labor and Human Trafficking

Child Labor

Suppliers must not employ anyone below the legal minimum age for employment in the relevant country, the age of completing compulsory education, or under 15 years of age, whichever is higher. Suppliers must comply with all applicable child labor laws and international standards, including ILO Conventions Nos. 182 and 183.

- Young workers must not be assigned tasks that interfere with their education.
- Suppliers must meet all reporting obligations related to the abolition of child labor.

Forced Labor and Modern Slavery

Vybond maintains zero tolerance for forced or compulsory labor in any form. Suppliers are strictly prohibited from:

- Using forced, bonded, or indentured labor, including modern slavery.
- Participating in human trafficking.
- Subjecting employees to unacceptable treatment such as physical or mental abuse, threats of violence, sexual or other harassment, coercion, or intimidation.

Suppliers are encouraged to actively work toward eliminating modern slavery and forced labor within their operations and supply chains. This includes implementing supplementary measures (per ILO Recommendation No. 203) and collaborating with industry initiatives and non-governmental organizations.

6. Wages, Compensation and Benefits

Suppliers must provide employees with wages, benefits, and working conditions that meet or exceed all applicable international, national, and local laws and regulations. This includes compliance with relevant ILO Conventions (e.g., Nos. 1, 14, 26, and 131) and statutory labor requirements regarding:

- Fair wages and timely payment
- Working hours and rest periods
- Social benefits as mandated by law

Where legally required, suppliers must maintain accurate records of working time.

7. Recruitment Practices

- Employees must never bear the cost of recruitment fees, including fees for recruitment agencies, job placement, or any documentation required for legal employment. This includes, but is not limited to, the cost of visas, work permits, mandatory medical exams or vaccinations, police clearances, and language certifications required by the employer. If any such fees are found to have been paid by a worker, the supplier must ensure the worker is fully reimbursed.

- Misleading or deceptive recruitment practices are strictly prohibited.
- Employment contracts must be in writing, clearly describe terms and conditions, be provided in the employee's native language, and be available before work begins.
- Suppliers must not withhold, manipulate, or destroy employees' identity documents.
- Suppliers must never require "security deposits" or "documentation bonds" which are returned only after the contract ends.
- Supplier must not hold process documents in a manner that restricts movement. Workers must have unfettered access to their original passports and travel documents.

8. Working Hours

Suppliers must maintain reasonable working hours consistent with industry norms, allowing for seasonal fluctuations. Specifically:

- Total weekly hours must not regularly exceed legal or industrial standards.
- Overtime must be compensated fairly and in compliance with applicable laws.
- Employees must be informed at hiring if mandatory overtime is a condition of employment.

9. Occupational Health and Safety

Safety is a core value at Vybond. Suppliers must provide a healthy, safe, and clean work environment free from recognized hazards and in compliance with all applicable laws and ILO Convention No.155. Minimum requirements include:

- Protection from hazardous materials
- Provision of appropriate safety equipment at no cost
- Task-specific safety training
- Access to potable water and adequate sanitation facilities

Suppliers must:

- Assign health and safety responsibility to a senior management representative
- Conduct regular risk assessments
- Provide ongoing health and safety training
- Ensure access to adequate medical assistance and facilities

At Vybond's request, suppliers should consider implementing a certified Occupational Health and Safety Management System (e.g., ISO 45001 or equivalent).

10. Working and Living Conditions

Suppliers must not provide false or misleading information about:

- Working conditions, wages, or benefits
- Work location or associated hazards
- Accommodation standards or costs

Any accommodation provided must meet or exceed local legal standards.

11. Freedom of Association and Collective Bargaining

Suppliers must respect the right of employees to form and join organizations of their own choosing (such as trade unions) and to engage in collective bargaining. Suppliers should not retaliate or discriminate against any employee who exercises these rights. Trade Unions are to be allowed to operate freely and in accordance with applicable local laws. This includes the right to collective bargaining for the settlement of disputes about working conditions and the right to strike within a framework of statutory provisions and in accordance with the ILO Convention No.98 (see Appendix) and other applicable international, national, and state laws.

12. Land Rights

Vybond observes all applicable local, national, international and traditional rights to land, water and resources. Indigenous and local community rights are respected, promoted, and protected. Suppliers should refrain from any unlawful eviction from and any unlawful deprivation of land, forests, and waters through acquisition, development or other use.

13. Fair Disciplinary Practices

In addition to requiring suppliers to comply with mandatory local obligations, Vybond encourages suppliers to promote constructive and transparent dialogue between employees, their representatives, and management when managing employee performance and when handling internal conflicts and grievances.

14. Supplier Diversity

At Vybond, we believe diversity drives innovation and long-term success. We are committed to fostering an environment where every individual feels empowered to learn, grow, and contribute fully. By embracing the unique perspectives and experiences that shape each of us, we create sustainable value and competitive advantage.

Expectations for Suppliers

Suppliers must ensure that all employees, workers, consultants, agents, and stakeholders are treated with dignity and respect. Inclusivity is essential—discrimination, harassment, or exclusionary practices will not be tolerated.

Supplier Diversity Commitment

Vybond actively supports economic development through partnerships with diverse suppliers, promoting job creation, entrepreneurship, and competitive access to goods and services. We expect suppliers to adopt similar principles by:

- Developing and maintaining supplier diversity programs within their organizations
- Providing related diversity data to Vybond, as permitted by applicable data privacy laws

15. Business Ethics and Legal Compliance

Vybond upholds the highest standards of integrity, as outlined in our Global Code of Business Ethics and related policies. Acting responsibly and in compliance with the law is fundamental to our values. Suppliers must comply with all applicable laws and regulations, including those related to:



- Anti-corruption and anti-bribery
- Antitrust and fair competition
- Money laundering prevention
- Export controls and trade compliance
- Privacy and data protection

Suppliers are expected to communicate the requirements of this Code to their subcontractors and ensure these standards are upheld throughout their supply chain.

Anti-Bribery and Anti-Corruption

Vybond maintains a zero-tolerance policy toward bribery and corruption. Suppliers must adopt the same approach and are prohibited from:

- Offering, promising, giving, requesting, or accepting bribes, kickbacks, or anything of value to improperly influence business decisions
- Making facilitation payments to government officials to expedite routine actions
- Providing any advantage to Vybond employees or third parties to obtain contracts or preferential treatment

Suppliers must comply with all applicable anti-bribery laws. Where local laws are less stringent, suppliers must adhere to standards set by the US Foreign Corrupt Practices Act, UK Bribery Act, or France's Sapin II. Suppliers are required to maintain and periodically review anti-bribery and corruption procedures.

Third-Party Due Diligence

Suppliers must implement compliance practices to screen employees, customers, suppliers, agents, and other business partners to ensure adherence to applicable laws, including sanctions and embargo regulations.

Accurate Books and Records

Suppliers must maintain complete, accurate, and up-to-date records of all business activities with Vybond. False or misleading entries are strictly prohibited.

Insider Trading

Suppliers must not trade securities based on non-public information or share such information with others for trading purposes.

Fair Competition

Suppliers must support a fair and competitive marketplace and comply with all antitrust and competition laws. Collusion, price-fixing, bid-rigging, market allocation, or sharing sensitive commercial information is prohibited. Any suspected anti-competitive activity must be reported.

Gifts, Entertainment, and Hospitality

Suppliers must not offer gifts, entertainment, or hospitality to Vybond personnel that could influence or appear to influence decisions. Cash or cash equivalents are prohibited. During any



sourcing/bid process, gifts and hospitality are prohibited. Outside of sourcing, nominal items of ≤ USD 75 and reasonable business meals may be permissible where lawful; suppliers must record and, upon request, disclose such items to Vybond.

Conflicts of Interest

Suppliers must avoid any actual, potential, or perceived conflict of interest in their business dealings with Vybond. A conflict of interest arises when a personal, financial, or professional relationship could impair — or appear to impair — the objectivity, judgment, or actions of the supplier or any Vybond employee involved in a transaction.

Suppliers must promptly disclose to Vybond **any** situation that could create such a conflict, including but not limited to:

- **Financial Interests:** Any direct or indirect ownership, investment, or other economic interest that supplier personnel (or their immediate family members) hold in Vybond, a Vybond competitor, or another Vybond supplier involved in the engagement.
- **Personal Relationships:** Any close personal, romantic, familial, or household relationship between supplier personnel and any Vybond employee who participates in vendor selection, supervision, approval of invoices, contract negotiation, quality oversight, or day-to-day management of the supplier relationship.
- **Outside Employment or Advisory Roles:** Employment, consulting, advisory, board membership, or similar roles held by supplier personnel with Vybond or with any Vybond competitor.
- **Improper Influence or Benefit:** Any situation in which a supplier's personal relationships or financial interests could improperly influence — or be perceived to influence — business decisions made on behalf of Vybond.

Upon disclosure, suppliers must cooperate with Vybond to implement any mitigation measures required, including screening individuals from certain decisions, restructuring reporting lines, or taking other steps necessary to eliminate the conflict. Failure to disclose a conflict promptly may result in corrective action, up to and including termination of the business relationship.

Anti-Money Laundering

Suppliers must comply with all applicable laws to prevent money laundering and the financing of terrorism. This includes:

- Prohibiting any involvement in activities linked to money laundering or terrorist financing
- Meeting all legal reporting obligations promptly and accurately

Trade Compliance and Economic Sanctions

Suppliers must adhere to all national and international customs, trade, and export control regulations, including laws governing:

- Import, export, brokering, and financial transactions
- Movement of goods, software, and technology

Key requirements include:



- No participation in foreign boycotts not sanctioned by the United States
- No direct or indirect provision of goods or services to Vybond from countries, entities, or individuals subject to U.S. or other applicable sanctions
- Compliance with sanctions lists maintained by the United Nations, United States, European Union, Canada, United Kingdom, and Japan

Suppliers must implement robust due diligence processes to screen employees, customers, suppliers, distributors, agents, and all parties involved in transactions (e.g., banks, insurers, shipping companies, freight forwarders) to ensure compliance with embargoes, export controls, and sanctions laws.

Suppliers must:

- Inform Vybond promptly of any export control restrictions applicable to goods supplied
- Comply with trade regulations in all jurisdictions where they operate or supply goods
- Ensure compliance with U.S. economic sanctions, including obligations under the Office of Foreign Assets Control (OFAC) regulations

16. Supply Chain Security Requirements

Vybond is committed to maintaining a secure and resilient supply chain. We expect our suppliers to implement robust security measures to protect goods, data, and processes throughout the supply chain. Suppliers must:

- Comply with all applicable supply chain security standards and regulations, including programs such as C-TPAT (Customs-Trade Partnership Against Terrorism) or equivalent international initiatives.
- Prevent unauthorized access to facilities, systems, and shipments through physical security controls (e.g., perimeter fencing, access badges, surveillance systems).
- Ensure integrity of shipments by using tamper-evident seals, secure packaging, and documented chain-of-custody procedures.
- Protect sensitive information related to logistics, transportation, and customer data through appropriate cybersecurity measures.
- Screen and vet employees, contractors, and third-party service providers involved in handling goods or data to mitigate risks of theft, diversion, or sabotage.
- Report any security breaches or suspicious activities within 48 hours of discovery to Vybond and cooperate fully in investigations.
- Maintain compliance documentation and provide verification upon request, including security certifications and audit results.

Suppliers are encouraged to adopt continuous improvement practices and participate in recognized security programs to strengthen global supply chain resilience.

17. Product Quality and Safety

At Vybond, quality and safety are non-negotiable. Every product we market must meet the highest standards of performance, reliability, and safety. We expect our suppliers to share this commitment by implementing rigorous quality practices and maintaining systems that ensure compliance with agreed specifications.

Supplier Requirements:

- **Quality Standards:** All products and materials must meet or exceed Vybond's specifications and applicable regulatory requirements. Suppliers are encouraged to maintain a certified Quality Management System (QMS) and Product Safety Management System to ensure consistent quality and safety.
- **Chemical Compliance:** Suppliers must comply with all applicable restricted substance laws, such as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances), and provide declarations of compliance upon request.
- **Batch Integrity and Traceability:** Products must be supplied in discrete, clearly labeled batches in full compliance with purchase order requirements. Suppliers must maintain complete records to enable batch traceability for at least seven years, or longer if required by law.
- **Documentation:** Each batch must be accompanied by all required documentation, including (where applicable):
 - Certificate of Conformance
 - Certificate of Analysis
 - Safety Data Sheets
 - Additional product information or data must be provided promptly upon request.
- **Issue Reporting and Corrective Action:** Suppliers must immediately report any quality issues, concerns, or non-conformities related to products or materials supplied to Vybond. Suppliers are expected to cooperate fully in root cause analysis and implement timely corrective actions to prevent recurrence.

Our Expectation:

Quality is not just compliance—it is a commitment to excellence. Suppliers should continuously monitor, review, and improve their processes to ensure that every product delivered to Vybond is safe, reliable, and of superior quality.

18. Commitment to Sustainability

At Vybond, sustainability is a core value that encompasses environmental stewardship, social responsibility, and ethical business practices. We expect our suppliers to share this commitment and actively work to minimize environmental impacts, protect natural resources, and contribute to a sustainable global supply chain.

Environmental Responsibility

Suppliers should:

- Reduce environmental impacts across operations, including energy use, water consumption, material sourcing, waste generation, wastewater discharge, and air emissions.
- Implement efficient and innovative solutions for energy, water, and resource management.
- Adopt circular economy principles, increasing the use of recyclable and secondary materials wherever possible.
- Extend sustainability practices throughout their own supply chains, ensuring environmentally responsible sourcing and production.



Suppliers must provide accurate environmental data to Vybond as needed for regulatory reporting and sustainability tracking.

Energy Efficiency

- Monitor, track, and document energy consumption.
- Optimize energy use and transition to renewable energy sources where feasible.

Waste Management

- Eliminate or minimize waste through process improvements, material substitution, and reuse.
- Recycle or recover waste wherever possible.
- Maintain systems for proper classification, collection, storage, treatment, and disposal of waste in compliance with all laws.

Water Stewardship

- Measure, monitor, and treat wastewater before discharge.
- Implement measures to reduce wastewater generation and prevent soil and water contamination.

Air Quality

- Comply with all air quality regulations.
- Monitor and reduce greenhouse gas emissions and other pollutants.
- Maintain emission control systems and seek cost-effective solutions for minimizing emissions.

Environmental Compliance and Permits

- Hold and maintain all required environmental permits and licenses.
- Prevent accidental releases of hazardous materials and mitigate environmental risks.
- Conduct regular risk assessments and implement corrective actions.

Climate Change

- Disclose direct and indirect greenhouse gas (GHG) emissions.
- Align with the goals of the Paris Agreement by prioritizing avoidance and reduction of emissions.
- Use credible offset programs only as a last resort.
- Incorporate renewable energy and sustainable materials into operations.

Conflict Minerals

Suppliers must:

- Avoid sourcing minerals that contribute to human rights abuses or environmental harm.
- Implement due diligence processes aligned with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.



- Provide supply chain transparency upon request, including origin information for critical raw materials.

Formal Environmental Policy

Suppliers are encouraged to maintain a documented environmental policy that includes:

- Clear objectives and principles for managing environmental impacts.
- Voluntary targets for resource efficiency and emissions reduction.
- A commitment to continuous improvement and integration of sustainability into business operations.

Biodiversity and Ecosystems

Suppliers must:

- Protect natural ecosystems and avoid contributing to deforestation or habitat destruction. Preference will be given to suppliers adhering to certified sustainable agriculture and forestry practices.
- Suppliers of relevant commodities (including but not limited to wood, rubber, soy, and minerals) must be able to provide the precise geolocation (latitude and longitude) of the original production site or plot of land. This data must be provided to Vybond upon request to verify that the materials were not produced on deforested or degraded land after December 31, 2020.

Emergency Response Plan

Suppliers should identify potential emergency situations, implement preventative measures, and be prepared to execute emergency response plans. A systematic approach to environmental protection is expected, and suppliers of production materials should have an Environmental Management System that is periodically reviewed to ensure that opportunities and risks, objectives and targets are updated, and that the system is operated by competent personnel to ensure that environmental impacts (e.g., from energy and water use, wastewater, air/noise/sound emissions, waste, and hazardous substances) are systematically identified and analyzed.

As a minimum, suppliers should ensure the required emergency response plan addresses the following requirements; prevention, mitigation, preparedness, response, and recovery. Suppliers will train employees and contractors, and emergency procedures and work should not resume after an emergency if danger remains.

19. Information Security

Cybersecurity

Suppliers must implement robust **technical, physical, and organizational measures** to safeguard Vybond information and systems against prevailing security threats and protects against the disruption of services to Vybond. These measures must:

- Be proportionate to the risks involved and comply with all applicable laws.



- Provide at least the same level of protection as suppliers apply to their own confidential, proprietary, or personal information.
- Include accurate controls for identifying, preventing, and mitigating cybersecurity risks.

Suppliers must maintain **incident response procedures** and promptly notify Vybond of any data security incidents, ensuring compliance with all contractual and legal reporting obligations. Suppliers must cooperate fully in investigations and provide necessary information to enable Vybond to meet its own legal obligations.

Artificial Intelligence (AI) and Algorithmic Integrity

Suppliers using AI to provide goods or services to Vybond must ensure such systems are developed and used ethically, with consistent human oversight, to prevent algorithmic bias or discriminatory outcomes. Suppliers must:

- Disclose to Vybond if AI is used to process Vybond-specific data or if AI-generated content is being delivered as a final work product.
- Ensure AI applications comply with all applicable safety and ethical regulations.
- Maintain transparency regarding the data sources and logic used in AI-driven decision-making that affects Vybond's business.

Data Privacy and Protection

Suppliers are expected to integrate data privacy into their compliance framework and:

- Understand what personal data they process and the legal obligations under applicable privacy laws.
- Limit data collection and storage to what is necessary for specific purposes.
- Ensure a valid legal basis for processing personal data and demonstrate compliance upon request.
- Implement enhanced safeguards for sensitive personal data as required by law.
- Provide legally required privacy notices and maintain appropriate contractual terms for data processing.
- Comply with restrictions on international data transfers, including conducting transfer risk assessments and implementing safeguards such as **EU Standard Contractual Clauses**.
- Respond to statutory privacy rights requests (e.g., under **EU/UK GDPR**) and coordinate with Vybond before responding to requests related to Vybond employees or business relationships.

Confidential and Proprietary Information

Suppliers must:

- Respect and protect Vybond's intellectual property rights, including patents, copyrights, trademarks, and trade secrets.
- Use Vybond's confidential information solely for fulfilling contractual obligations.
- Not disclose confidential information to third parties without Vybond's prior written consent, except where required by law or court order.
- Avoid any infringement or attempted infringement of Vybond's intellectual property.



- Not use Vybond’s name, logos, or trademarks in any advertising, social media, press releases, or public statements without prior written consent, which includes any public announcement regarding the existence of the business relationship or the nature of the work performed for Vybond.

20. Risk Assessment, Monitoring, and Reporting

Third Party Risk Management

Suppliers should implement an appropriate and effective management system for corporate due diligence towards people and the environment in their organization.

Risk Management

We expect suppliers to align their business with the principles of this Code and address them in their supply chain risk management.

Risk Assessment

Vybond expects suppliers to have risk assessments and due diligence processes with appropriate measures to ensure that they and their respective subcontractors comply with the standards and principles of the Code. Suppliers should be prepared to provide details of business and supply chain risks to Vybond upon request, so that material, commercial, and operational risks, can be mitigated. Suppliers must include provisions equivalent to this Code in their own contracts with sub-tier suppliers and subcontractors to ensure the standards flow down to the point of raw material origin.

Code Implementation and Monitoring

We expect suppliers to assist Vybond in identifying and mitigating any relevant intellectual property infringement risks, and support our commitment to work towards compliance to this Code by ensuring they and their employees understand the Code requirements and principles and that these are communicated through their supply chains, going to source if needed.

Rights to Monitor and Audit

To ensure adherence to this Code, Vybond requires full transparency and cooperation from its suppliers.

Information and Documentation

- Upon request, suppliers must fully and accurately respond to Vybond inquiries regarding compliance with this Code.
- Suppliers must provide all relevant information and documentation promptly and designate a primary contact person for compliance inquiries.

Audits and Inspections

- Vybond reserves the right to conduct quality and compliance audits at supplier facilities, production sites, or other relevant locations during normal business hours with reasonable advance notice.



- Audits may include review of personnel, facilities, records, and control documents related to products, raw materials, or services supplied to Vybond.
- These audits may be performed by Vybond personnel or by authorized third-party auditors engaged by Vybond. Suppliers must extend full cooperation to such third parties.

Self-Assessments and Risk Analysis

- Suppliers may be required to complete standardized self-assessment questionnaires as part of ongoing compliance monitoring.
- Vybond reserves the right to conduct risk assessments across the supplier's entire supply chain.

Response Obligations

- Suppliers must respond to all compliance-related inquiries and requests within a reasonable timeframe and in accordance with applicable data protection laws.

Speaking Up and Raising Concerns

If a supplier becomes aware of any violation of this Code within their organization or their supply chain, they should immediately take appropriate remedial action. Vybond should be informed immediately of any confirmed violations of the obligations arising from this Code and of any official investigation procedure in this regard. If it is not possible for a supplier to cease such violations within the foreseeable future, suppliers must immediately prepare and execute a plan to stop or minimize such breaches, which includes a specific time schedule. Actions taken must be documented and reviewed for effectiveness. In the event of a suspected breach, suppliers should immediately investigate the potential violations and inform Vybond of the measures taken to resolve the matter. Suppliers must not retaliate against individuals who, in good faith, report known or reasonably suspected violations of the law or this Code.

Demonstrate Compliance with Code and Enforcement of Code

If Vybond identifies any violation of this Code, it may notify the supplier of this and specify an appropriate deadline by which remedial action to comply is required. If a supplier fails to comply with the Code or to remediate by the specific deadline, or if the breach of the Code is so severe that Vybond cannot reasonably be expected to continue the business Relationship, Vybond reserves the right - without prejudice to any other rights - to terminate the relationship without prior notice and to rescind any associated contracts or agreements.



Supplier Acknowledgements

As Vybond's supplier, we act according to the ethical and legal principles and standards defined in this Code. These requirements are also passed on by us within our supply chain.

We hereby acknowledge Vybond's Code and confirm that we will comply with the principles and requirements of the Code by adopting the Code into our organization or by applying an internal, equivalent code of our own (with no lesser requirements than in the Code) within our organization.

This acknowledgment supplements any existing supply contract between us, and Vybond relating to supplied goods and/or services is deemed to be incorporated into such contract. To the extent anything in this acknowledgement conflicts with the provisions of any other contract between us and Vybond, the provisions of this acknowledgement will take precedent. All non-conflicting provisions of any prior written contract the term of which has not expired will continue in full force and effect.

The person signing below is duly authorized to bind the supplier.

By (signature): _____

Name (print): _____

Title: _____

Company: _____

Address: _____

Country: _____

Date: _____

Supplier signature or digital signature/authentication is required

Please return this completed page to your Vybond contact.