

VENDOR CODE OF CONDUCT

Introduction

At Tines, we believe that how we work is just as important as what we deliver. Our commitment to integrity, transparency, and respect for human rights extends across everything we do, and we expect our vendors, suppliers, contractors, and business partners (“**Vendors**”) to uphold the same standards.

This Vendor Code of Conduct sets out the minimum requirements and expectations for all third parties who provide goods or services to Tines. We view compliance not simply as a legal requirement, but as a reflection of shared values and a foundation for long-term, trusted partnerships.

Compliance with Laws and Regulations

Vendors must comply with all applicable laws and regulations in the jurisdictions where they operate. This includes, but is not limited to, requirements relating to:

- **Labor and Employment** (e.g., wage and hour standards, working conditions, rights to associate)
- **Health and Safety** (e.g., workplace safety standards, prevention of accidents and hazards)
- **Environmental Protection** (e.g., sustainability, waste management, pollution control)
- **Anti-Corruption** (e.g., prohibitions on bribery, extortion, money laundering)
- **Data Privacy and Security** (e.g., compliance with GDPR, CCPA, and other applicable frameworks)

Ethical Business Practices

Vendors must not engage in any form of bribery, corruption, extortion, or embezzlement. No Vendor may offer, promise, provide, solicit, or accept any improper payment, gift, or advantage in order to influence business decisions. All transactions must be transparently documented, properly recorded, and subject to internal controls.

Labor and Human Rights

We expect Vendors to uphold internationally recognized human rights and treat all workers with dignity and respect. Specifically:

- **Voluntary Labor:** All work must be freely chosen. Forced, bonded, trafficked, or indentured labor is strictly prohibited. Workers must be free to leave their employment with reasonable notice.
- **Child Labor:** Vendors must not employ individuals under the age of 15 or below the minimum legal working age in their jurisdiction, whichever is higher.
- **Fair Treatment:** Vendors must provide a workplace free of harassment, abuse, and discrimination. Decisions related to hiring, compensation, promotion, or termination must be based on merit and ability, not personal characteristics such as race, gender, age, disability, religion, sexual orientation, or any other protected status.
- **Wages and Benefits:** Vendors must comply with all applicable wage and hour laws, including those related to minimum wages, overtime, and legally mandated benefits.
- **Freedom of Association:** Vendors must respect workers’ rights to organize, join or not join labor unions, and bargain collectively, in accordance with local laws.

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Health and Safety

Vendors must provide safe, healthy, and sanitary working environments. This includes:

- Identifying, evaluating, and mitigating workplace hazards.
- Providing adequate protective equipment, training, and medical support.
- Establishing emergency preparedness and response procedures.

Environmental Responsibility

Vendors are expected to operate responsibly and sustainably, striving to reduce their environmental footprint. This includes:

- Managing natural resources responsibly.
- Minimizing waste, emissions, and pollution.
- Implementing practices to conserve energy and water.
- Considering the lifecycle impact of products and services.

We expect Vendors to comply with environmental regulations and continuously look for opportunities to improve their environmental performance.

Data Privacy and Security

As part of working with Tines, Vendors may have access to confidential or proprietary information. Vendors must:

- Protect such information from unauthorized access, use, disclosure, alteration, or destruction.
- Implement technical and organizational measures consistent with industry best practices and applicable laws.
- Ensure data is only used for legitimate business purposes and never misused.

Reporting and Accountability

Vendors are encouraged to raise concerns, including suspected violations of this Code of Conduct or unlawful behavior. Tines prohibits retaliation against anyone who makes a report in good faith. Reports may be raised directly with Tines through designated compliance channels.

Compliance Verification

Tines reserves the right to assess compliance with this Code of Conduct. This may include requests for self-assessments, documentation, audits, or on-site inspections. Vendors are expected to cooperate fully with such assessments.

Consequences of Non-Compliance

Failure to comply with this Code of Conduct may result in corrective action, up to and including termination of the business relationship, removal from our approved vendor list, and potential legal action where applicable.

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Shared Commitment

Our relationships with Vendors are built on trust, accountability, and mutual respect. By upholding the standards in this Code of Conduct, Vendors help us deliver on our mission responsibly, while fostering a fair, safe, and sustainable global supply chain.