

Supplier Code of Conduct – Sustainability

Applies To: All suppliers, subcontractors, and service providers of Crescent NV and its affiliated companies (Option NV, Remoticom BV, SAIT BV and Innolumis BV)

- **1. Purpose**

This Code of Conduct defines the sustainability expectations for suppliers within the communication technology value chain. Suppliers must uphold high environmental, social, and ethical standards throughout their operations and products.

- **2. Environmental Standards**

Suppliers must:

- Comply with relevant regulations such as RoHS, WEEE, and REACH.
- Minimize the environmental impact of raw materials, manufacturing, and logistics.
- Provide energy-efficient components and support end-of-life product recovery.
- Disclose carbon emissions and pursue reduction goals aligned with [Company Name]'s targets.

- **3. Responsible Sourcing**

- Use conflict-free minerals and transparently report sourcing practices (e.g., cobalt, tantalum, tin, tungsten).
- Avoid suppliers that contribute to environmental degradation or human rights violations.

- **4. Labor & Human Rights**

- Uphold the rights of workers across the value chain.
- Provide safe and fair working conditions, especially in electronics manufacturing and assembly.
- Prohibit child labor, forced labor, discrimination, and harassment.

- **5. Data Security & Ethical Conduct**

- Ensure data protection standards for any software or connected devices supplied.
- Refrain from corrupt practices, bribery, or unlawful competitive behavior.
- Immediately report any potential conflict of interest involving [Company Name].

- **6. Monitoring & Collaboration**

- Suppliers agree to audits and must provide requested ESG data.
- Continuous improvement plans are expected where gaps are found.
- [Company Name] may offer support to align with industry benchmarks and compliance standards.