



EBUSCO[®]

MADE TO MOVE PEOPLE

SUPPLIER CODE OF CONDUCT

EBUSCO B.V.

DECEMBER 2023

Vuurijzer 23 | 5753 SV Deurne | The Netherlands

Introduction

Ebusco aims to contribute to a better living environment by making safe, sustainable, emission-free and affordable public transport possible. It is important for us to conduct our operations in a way that supports sustainable development this includes identifying, preventing, mitigating and accounting for negative human rights, environmental impacts and governance impacts in our own operations and our suppliers and their value chains. For our value chain, please refer to Ebusco's own Code of Conduct policy, [as published on our corporate website](#).

In addition, we also expect our suppliers to comply with this Supplier Code of Conduct. Moreover, we expect them to accept our standards, and that they do their utmost to live up to its requirements within their own organisations and in their respective value (and supply) chains. We expect our suppliers to be intolerant of corrupt activity and to have appropriate and adequate procedures in place to prevent such activity from happening. Furthermore, we expect our suppliers to adhere to standards similar to those contained within Ebusco's own Anti-Bribery and Corruption Policy (as disclosed on [ebusco.com](#) as well) . We ask our suppliers to ensure legal compliances with the following areas:

- Health and safety
- Human rights
- Labor rights
- Working conditions
- Environment
- Anti-corruption practices
- Data privacy and security
- Responsible sourcing of metals and minerals
- Export Control

Goods and services that are supplied to Ebusco should be produced under conditions that are in accordance with:

The United Nations Universal Declaration of Human Rights (1948)

The supplier has a responsibility to respect and support human rights both within its own operations and in the supply chain. The supplier shall ensure that it does not participate, directly or indirectly, in violations of human rights. This also includes situations when the supplier fails to pose questions on violations of human rights or benefits from violations that are carried out by a third party. The supplier shall have routines in place to evaluate risks of participating in violations of human rights through its operations.

Eight Fundamental Conventions of the International Labour Organisation, no. 29, 87, 98, 100, 105, 111, 138 & 182

The United Nations Convention on the Rights of the Child, Article 32

Child labour refers to all economic activity which is carried out by a person of compulsory school-going age or younger. No employee may be under the age of 15 (or 14 if national legislation allows for this), or younger than the minimum age of employment, if this age exceeds 15 years. Youth between the ages of 15 and 18 may work with non-hazardous operations, under the precondition that they have reached the legal age of employment and have completed compulsory national education. If child labour is detected, the supplier shall act based upon the best interests of the child and find suitable solutions in consultation with the child and the family of the child.

The labour protection and labour environment legislation in force in the country of production

The labour law, including legislation on minimum wages, and the social welfare protection regulations in force in the country of production

The environmental protection legislation that is in force in the country of production

Suppliers must establish, implement and maintain a risk-based approach to reduce or minimize any negative environmental impact from their activities, products and services.

The United Nations Convention against Corruption

Suppliers must comply with local laws and international anti-corruption conventions and the UN Declaration against Corruption.

Data privacy and security

Suppliers must protect the privacy of individuals, including but not limited to employees, customers, other trade partners, and the security of confidential assets and information. Suppliers must guarantee to (have) implement(ed) appropriate technical and organizational measures in order to protect critical information systems and data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, unauthorized access, or against any form of unlawful processing, taking into account the risks that the nature, scope and context of the services and processed data to be protected carry with them. Supplier shall maintain and act in accordance with the ISAE 3402 Type 2, ISO27001, SOC2 Type II certification or a comparable standard. Suppliers must comply with all applicable data protection and privacy laws including but not limited to the GDPR.

Responsible Sourcing of Minerals and Metals

Suppliers must follow the OECD Due Diligence Guidance for Responsible Supply chains of Minerals from Conflict-Affected and High-Risk Areas based on their position in the supply chain, including relevant reporting. Those materials include “conflict minerals” (tin, tungsten, tantalum and gold), rare earth elements, as well as other minerals or metals (e.g. bauxite, cobalt, titanium, lithium). Suppliers shall establish a policy and a management system to reasonably assure that the “conflict minerals” as well as critical material, which may be contained in the products they deliver are sourced responsibly (i.e. with limited environmental impacts and not detrimental to Human Rights)

Export control

Suppliers must ensure that their business practices are in compliance with Export Control laws and regulations including the US, EU and any applicable national regulations, including compliance with Sanctions and Embargoes legislations. Suppliers shall provide truthful and accurate export control classification, information and obtain export control licences or otherwise authorisations when required and must communicate any declarations where necessary.

Compliance and follow up of the code

We expect our suppliers to identify risks within supply chains and take appropriate measures. In the case of a suspected violation, as well as to safeguard supply chains with heightened risks, the supplier will inform the company promptly. The company will use a self-assessment questionnaire as well as sustainability audits at the suppliers' production sites to monitor compliance with the standards and rules stated in this document.

Reporting Violations

Violation of the code of conduct must be reported by E-mail to our Sustainability department via:

sustainability@ebusco.com

Supplier accept

By signing this document, as a supplier you commit to acting responsibly and adhering to the principles and requirements of outlined in this supplier code of conduct.

Supplier Company Name: _____

Supplier Authorized Representative Name: _____

Function Title: _____

Signature and Company Seal/Stamp: _____

Date: _____