



Akeneo Supplier Code of Conduct

1. Introduction

Akeneo is committed to conducting our global business ethically, responsibly, and sustainably. We expect the same standards from our suppliers, contractors, and business partners, collectively ("Suppliers"). This Supplier Code of Conduct outlines the minimum standards of behavior and practices that all Suppliers must adhere to while conducting business with or on behalf of Akeneo. This is rooted in international frameworks such as the UN Guiding Principles on Business and Human Rights and the International Labor Organization standards.

In the event of any violation of this Akeneo Supplier Code of Conduct by the Supplier Akeneo reserves the right to review the business relationship and possibly terminate it in conformity with applicable law, even if there is no written contract formalizing this relationship, without prejudice to the other rights of Akeneo or remedies it might seek.

2. Labor Standards and Social Responsibilities

2.1 Prohibition of Child Labor

Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labor or set an age for completion of compulsory education higher than 16, the highest age is applicable.

2.2 Prohibition of Forced Labor

Any use of forced labor, slavery, servitude, or human trafficking by our Suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Suppliers may not require workers to work to repay a debt owed to them or to a third party.

2.3 Prohibition of Illegal, Clandestine, and Undeclared Employment

Suppliers are required to comply with all applicable regulations to prevent illegal, clandestine, and undeclared employment.

2.4 Prohibition of Harassment and Abuse

Suppliers shall treat their workers with respect and dignity. Suppliers may not tolerate or engage in any form of corporal punishment, physical, sexual, verbal, or psychological harassment, or any other kind of abuse.

2.5 Prohibition of Discrimination

Suppliers may not engage in any kind of discrimination, in particular with respect to wages, hiring, access to training, promotion, maternity protection and dismissal based on sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, union membership, nationality, gender identity or social background.

2.6 Wages and Benefits

Suppliers must pay wages on a regular basis and no less than monthly, compensate workers for overtime hours at the legal rate, and meet all legal requirements relating to worker benefits. If there is no legal minimum wage or rate for overtime pay in the country concerned, the Supplier must ensure that the wages are at least equal to the average minimum in the relevant industrial sector and that overtime pay is at least the same as the usual hourly compensation.

2.7 Working Hours

Suppliers must comply with all applicable local laws and regulations with respect to working hours, which shall not exceed the maximum set by internationally recognized standards such as the International Labour Organization.

2.8 Freedom of Association

Suppliers are expected to respect and recognize the right of workers to negotiate collectively, and to create or join labor organizations of their choice without any sanction, discrimination, or harassment.

2.9 Health and Safety

Suppliers are expected to provide their workers with a safe and healthy workplace environment to avoid accidents or bodily injuries which may be caused by, related to, or result from their work, including during the operation of equipment or during work-related travel.

3. Environmental Regulations and Protection

Akeneo takes measures to protect the environment within the scope of a specific program, which includes cooperation with its suppliers to ensure application of best practices throughout the supply chain. Akeneo expects its Suppliers to share this commitment. It encourages initiatives by its Suppliers to reduce the environmental impact of their activities, notably through the use of green technologies.

Akeneo requires that its Suppliers respect local and international environmental regulations and standards, that they obtain all requisite environmental permits, and that they be able to prove effective implementation of the following:

- application of an environmental management system;
- improvements in the environmental performance of their sites and production resources, in particular through proper waste management, elimination of air, water, and soil pollution, reduction of greenhouse gas emissions with an emphasis on the use of renewable energies, reduction of water and energy consumption, and safe management of hazardous chemicals;
- measures to preserve biodiversity and guarantee regulatory traceability and compliance for raw materials and substances used;
- best practices across their supply chain to respect animal welfare;
- contributions to continuous improvements in environmental performance throughout the lifecycle of the products of Akeneo;
- ensure that staff whose work has a direct environmental impact are trained, skilled, and have the resources required to effectively perform their work.

4. Business Integrity Requirements

Akeneo requires exemplary integrity from its Suppliers in the conduct of their business activities.

4.1 Legal Requirements

Suppliers must act in full compliance with local, national, and international laws in the conduct of their business.

4.2 Prohibition of All Forms of Corruption

Akeneo applies a zero-tolerance policy concerning corruption and trading in influence. We expect our Suppliers to respect all applicable laws concerning corruption and to take appropriate measures to prevent, detect, and sanction any corruption or trading in influence, directly or indirectly, across the scope of their activities.

4.3 Prevention of Conflicts of Interest

Suppliers must comply with all applicable laws concerning conflicts of interest and make every effort to prevent the occurrence of situations that create a conflict of interest within the scope of their business relationship with Akeneo.

4.4 Respect for Competition

Suppliers must be committed to compliance with the competition law applicable in their host countries. This includes prohibiting abuse of dominant position, concerted practices, or unlawful agreements between competitors.

4.5 Confidentiality

Suppliers must be committed to taking all necessary measures to guarantee the confidentiality of professional secrets and other non-public information they receive in the course of their business relationship with Akeneo.

4.6 Protection of Personal Information

Suppliers must comply with all applicable laws and regulations concerning the protection of personal information.

4.7 Export Laws

Suppliers must comply with all applicable laws and regulations concerning export controls.

4.8 Gifts and Invitations

Gifts or invitations may be considered acceptable expressions of courtesy within the context of good business relations if limited in scope and value, given openly and transparently, permitted under applicable local law, customary in the location in which they would be given, provided to reflect esteem or gratitude, and not offered with an expectation that something will be offered in return. In some cases, these practices might be subject to anti-corruption regulations or other legal requirements, making it essential to be aware of such rules and to fully comply with them.

5. Inspection and Audit

5.1 Inspection

Akeneo reserves the right to confirm compliance with these principles and to conduct compliance audits. Suppliers must provide all necessary information and facilitate access by representatives of Akeneo seeking to verify compliance with the requirements in this Akeneo Supplier Code of Conduct. Suppliers must commit to improving or correcting any deficiencies identified. Akeneo may also support its Suppliers in implementing and applying best practices in order to resolve minor non-conformity issues.

5.2 Accurate Records and Access to Information

Suppliers are required to keep proper records to demonstrate compliance with the Akeneo Supplier Code of Conduct. They must provide our representatives with access to complete, original, and accurate records.

Suppliers must promptly report any suspected violations of this Akeneo Supplier Code of Conduct, applicable privacy laws, or any incidents involving confidential Akeneo data to Akeneo by notifying compliance@akeneo.com.

Date:

Supplier Name:

Supplier Address:

Name of Authorized Supplier Representative:

Signature: