



Exabytes Supplier Code of Conduct

Date: 25 Oct 2021

This Supplier Code of Conduct (“Code”) outlines the expectation of Exabytes on all of its vendors, service providers, suppliers of Exabytes Group (“Supplier”), and shall form part of the agreement between the Suppliers and Exabytes. By accepting the order or subscription of Exabytes, the Suppliers agree that they shall comply with the expectation of this Code. We expect our Suppliers to communicate this Code to their employees, sub-contractors, whether they are directly or indirectly involved in the supply chain of the Suppliers.

In the spirit of continuous collaboration, Exabytes will work together with the Suppliers to assist them in complying with this Code, and from time to time, to improve this Code. The Suppliers acknowledge that Exabytes may, from time to time, assess the Suppliers on the compliance of this Code. Exabytes reserves the right to suspend or terminate its agreement with the Suppliers should there are any non-compliance or breaches of this Code.

We encourage our Supplier to notify us via our whistleblowing channel at whistleblowing@exabtes.com should they aware of any breaches or potential breaches of this Code.

A. Labour, Human Rights & Non-discrimination

We believe that every worker shall be treated and provided a fair and unbiased workplace.

We expect our Suppliers to comply with the employment-related legislation, and to ensure that the employment conditions (such as working hours, rest hours, leave entitlement, benefits) are meeting the requirements of the laws.

We expect our Suppliers to treat and respect the human rights of their employees and to have zero-tolerance with illegal labour, child labour, human trafficking, forced labour, and such hiring that is against the applicable laws and regulations. Juvenile or student labour shall only be hired following the applicable laws.

We expect our Suppliers to protect the rights of their employees, including the rights of fair wages, freedom of association and collective bargaining, rights to terminate employment, post-employment freedom, and rights of grievances mechanism.

We expect our Suppliers to offer a fair career opportunity and without any discrimination due to age, disability, ethnicity, gender, national origin, political affiliation, race, religion, sex, gender, union membership, marital status, pregnancy, gender expression, or any other status protected by the applicable laws.

We expect the Suppliers to take appropriate measurements in eliminating discrimination, harassment, conflict of interest, and abuse of power in their workplace. The recruitment of the workers (including the recruitment via a third-party agency) is fair. Suppliers shall convey such values and principles to their recruitment agency if any.

B. Health & Safety

We believe a healthy and safe working condition is crucially important for every workplace.

We expect our Suppliers to comply with all the applicable occupational health and safety-related legislation, and to have a related policy in their workplace. The policy shall include the safety of



the premises, emergency incident preparedness and response, pandemic preparedness, and management, appropriate clothing and equipment. The policy shall be communicated to all employees and, training is given to employees from time to time.

We expect our Suppliers to provide an appropriate working environment to their employees, which includes basic sanitization facilities, appropriate access to the toilet.

C. Environment

We believe that an ethical company, being part of a community, shall endeavor and commit environmental protection.

We expect our Suppliers to comply with all the applicable environmental protection laws and regulations including obtaining and maintaining necessary licenses and permits for the business.

We expect our Suppliers to develop the business practices and policies that promote environmentally friendly in their supply chain, including to develop an effective mechanism, either via practices or technology in waste (air, water, solid) and hazardous materials management, waste, and pollution mitigation.

D. Ethical Conducts

We believe that all parties shall uphold ethical and fair business conducts in their business operations.

We expect our Suppliers to have zero tolerance for any form of corruption and bribery in their business, and to comply with all applicable anti-bribery and corruption legislation. The Suppliers shall adhere to the Anti-bribery and Corruption Policy of Exabytes, which can be found on our website.

We expect our Suppliers to keep confidential and safeguard all the information that is being disclosed or exchanged during the business activities. Such information shall include trade information, intellectual property rights, and personal data. Unauthorized use is prohibited without the consent of the parties owning such information.

E. Management System

We believe that an effective mechanism or policy shall be implemented via a management system.

We expect our Suppliers to establish an appropriate system in facilitating the implementation and compliances of this Code. We expect the Suppliers to monitor and continuously improve the management system.

We expect the Suppliers to conduct an assessment to verify the compliance of this Code, and acknowledge that Exabytes may, as it deems necessary, perform an audit on the Suppliers, including to answer the questionnaire, to request for relevant documents, or to visit the premises of the Suppliers. Corrective action shall be taken should any non-compliance or breaches of this Code has been found.

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