



connectmyapps

SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct

Introduction

ConnectMyApps is committed to conducting business ethically, responsibly, and in compliance with applicable laws. We expect our suppliers, vendors, and business partners (collectively “suppliers”) to share these values and uphold the standards described in this Code of Conduct.

This Code reflects our expectations — not contractual obligations — and we encourage all suppliers to adopt these principles within their own organizations and supply chains.

1. Legal Compliance

Suppliers are expected to comply with all applicable local, national, and international laws and regulations in every country in which they operate. This includes, but is not limited to:

- Laws governing employment, health and safety, and the environment
- Anti-corruption, anti-bribery, and anti-money laundering legislation
- Export controls and trade sanctions
- Data protection and privacy laws (including GDPR where applicable)

2. Ethical Business Practices

Anti-Corruption & Bribery

Suppliers must not offer, pay, solicit, or accept bribes, kickbacks, or improper payments of any kind. This applies to dealings with private individuals and public officials alike.

Conflicts of Interest

Suppliers should avoid situations where personal interests conflict, or could appear to conflict, with the interests of ConnectMyApps. Any actual or potential conflicts should be disclosed promptly.

Fair Competition

Suppliers should compete fairly and comply with applicable competition and antitrust laws. Price-fixing, market allocation, and other anti-competitive practices are not acceptable.

3. Labour & Human Rights

No Forced or Child Labour

Suppliers must not use forced, compulsory, trafficked, or child labour. Workers must be employed voluntarily and be of the legally required minimum working age.

Fair Treatment & Non-Discrimination

Suppliers should treat all workers with dignity and respect, free from harassment, abuse, or discrimination based on race, gender, age, disability, religion, sexual orientation, or any other protected characteristic.

Fair Wages & Working Hours

Suppliers should compensate workers fairly, at minimum at the wage levels required by law, and must not require excessive working hours without appropriate compensation and rest periods.

Freedom of Association

Suppliers should respect the rights of workers to associate freely and to engage in collective bargaining where permitted by law.

4. Health & Safety

Suppliers should provide a safe and healthy working environment for all employees and contractors. This includes:

- Identifying and mitigating workplace hazards
- Providing appropriate training and protective equipment
- Maintaining emergency procedures and incident reporting processes
- Complying with all applicable health and safety regulations

5. Environmental Responsibility

Suppliers are encouraged to minimize their environmental impact and operate in an environmentally responsible manner. We expect suppliers to:

- Comply with all applicable environmental laws and regulations
- Manage waste, emissions, and hazardous materials responsibly
- Work towards reducing energy consumption and carbon emissions
- Promote sustainable practices within their own supply chains

6. Data Protection & Privacy

Where suppliers handle personal data on behalf of ConnectMyApps or its customers, they must do so in accordance with applicable data protection laws and any data processing agreements in place. Suppliers should implement appropriate technical and organizational measures to protect personal data from unauthorized access, loss, or disclosure.

7. Information Security

Suppliers with access to ConnectMyApps systems, data, or confidential information must maintain reasonable and appropriate security measures. This includes protecting against cyber threats, limiting access to authorized personnel only, and promptly reporting any actual or suspected security incidents.

8. Gifts & Hospitality

Suppliers should not offer gifts, entertainment, or hospitality to ConnectMyApps employees that could create a sense of obligation or influence business decisions. Modest, infrequent, and transparent gestures that are in line with applicable law and professional norms are generally acceptable.

9. Reporting Concerns

We encourage suppliers to raise concerns about potential violations of this Code or applicable laws. Concerns can be raised by contacting us at:

info@connectmyapps.com

ConnectMyApps will handle all reports with discretion and will not tolerate retaliation against anyone who raises a concern in good faith.

10. Review & Updates

ConnectMyApps reserves the right to update this Code of Conduct from time to time. Suppliers will be notified of material changes. The most current version will be made available upon request.

Acknowledgement (Optional)

While adherence to this Code is not contractually required, we invite suppliers to confirm their commitment by signing below.

Supplier Company Name: _____

Authorized Signatory Name: _____

Title: _____

Signature: _____

Date: _____