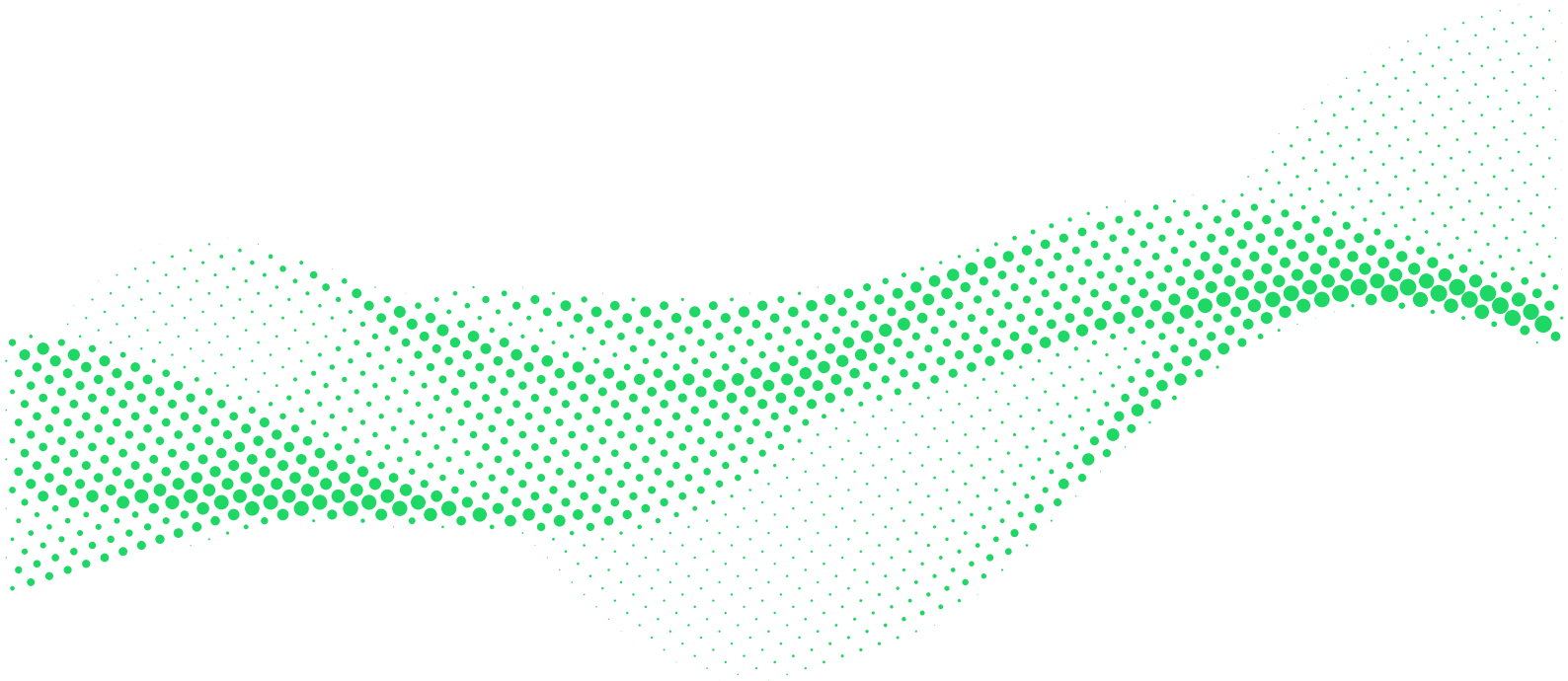


Salt Mobile SA

Supplier Code of Conduct



Salt.

Document Version

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Purpose

Salt Mobile SA ("Salt") is a Swiss based provider of telecommunication solutions, offering our services to customers across Switzerland. Salt attaches great importance to responsible and sustainable value creation in its entire range of services. At Salt, we are committed to conducting business with integrity, transparency, and in an ethical manner. This commitment extends to our relationships with suppliers, as we believe that our suppliers play a crucial role in contributing to our success and maintaining our reputation. This Supplier Code of Conduct ("this Code of Conduct") outlines the standards and expectations we have for our suppliers to ensure that they share our commitment to ethical business. This Code of Conduct applies to all our Suppliers and is applicable to all areas in which they are directly involved. This Code of Conduct sets out the minimum standards we expect our suppliers to comply with and are a prerequisite for being selected. If you are selected as supplier, this Code of Conduct will become an integral part of our agreement with you. You undertake to implement this Code of Conduct worldwide and you may not deviate from these rules even if different standards are usual or are tolerated in another country.

1. Compliance with Laws and Regulations

1.1 General

Suppliers must comply with all applicable local, national, and international laws and regulations in the jurisdictions where they operate. This includes, but is not limited to, laws related to human rights, labour, environment, health, safety, and anti-corruption. Suppliers shall adopt the UN Guiding Principles on Business and Human Rights (UNGPs) in all their commercial activities related to the supply of goods or services to Salt.

1.2 Product Conformity

Supplier shall develop, manufacture and ensure operations of the supplied goods are in accordance with the applicable laws and regulations related the technical conformity and safety for such goods.

2. Human Rights

2.1 Child Labour

Suppliers shall not employ child labour, as defined by the International Labour Organization (ILO) conventions n° 138 and 182 or local laws whichever is stricter.

2.2 Forced Labour

Suppliers shall not use any form of forced or involuntary labour, including bonded labour or human trafficking.

3. Labour Practices

3.1 Remuneration and Working Times

Salt expects fair remuneration and reasonable working times. Suppliers must observe all national legal provisions and binding geographical industry standards with respect to working times and minimal wages. In the absence of national provisions, the international ILO standards apply.

3.2 Non-Discrimination

Suppliers must provide equal employment opportunities and do not discriminate against employees based on race, colour, religion, gender, sexual orientation, national origin, age, disability, or any other protected status under applicable laws.

3.3 Freedom of Association

Suppliers undertake to respect the right of employees to form and join associations of any type, to carry out collective bargaining and to strike.

3.4 Health and Safety

Suppliers must provide a safe and healthy working environment for their employees. This includes compliance with all relevant health and safety laws and regulations, providing necessary training, and implementing measures to prevent accidents and injuries. Suppliers must have emergency plans and response procedures for their premises that include: (i) emergency preparedness, reporting and notification; (ii) evacuation procedures, training and drills; (iii) appropriate hazard detection and suppression equipment.

3.5 No Harsh or Inhuman Treatments

Supplier shall prohibit physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation.

3.6 Grievance Mechanism

Supplier shall ensure a grievance mechanism compliant with the UNGPs is in place.

4. Environmental Responsibility

4.1 Compliance

Suppliers must comply with all applicable environmental laws and regulations.

4.2 Sustainability

We expect suppliers to adopt environmentally responsible practices, including reduction of greenhouse gas and other emissions harmful to the environment, pollution prevention, waste management and reduction, energy efficiency, and sustainable sourcing and to undertake initiatives to enhance the environmental performances of the supplied goods and services in the design, the use and the disposal of such goods. Any continuous improvement efforts shall be notified to Salt by providing a copy of a published annual ESG report if applicable, or other ad-hoc reporting, along with an annual detailed carbon footprint calculation for all goods and services provided to Salt.

5. Ethical Business Practices

5.1 Anti-Corruption

Suppliers must obey all relevant international and local laws regarding ethical business practices, in accordance with the OECD Anti-Bribery Convention and demonstrate procedures to prevent fraud, bribery, corruption, money laundering or conflicts of interest or any other unethical business practices. Supplier shall inform Salt immediately in case Supplier is added to a list of economic sanctions in the US, the UK, the EU and/or Switzerland.

5.2 Fair Competition

Suppliers shall compete fairly and ethically in accordance with all applicable antitrust and competition laws.

5.3 Treatment of Conflict Resources

Suppliers undertake to take adequate measures in order to prevent that raw materials from conflict-affected or high-risk areas that contribute to human rights abuses are used in its products.

6. Community Development

6.1 Remuneration

Suppliers must pay their employees no less than the minimum wage as laid down by law and applicable collective wage agreements and in accordance with industry standards.

6.2 Social Engagement

Salt appreciates its suppliers who partner with the local governments and communities to improve the education, cultural, economic, and social well-being of communities in which they operate. Suppliers should also be aware of their responsibility toward the local communities by doing business and engaging fairly with local suppliers, including fair contract conditions and reasonable payment delays.

7. Confidentiality, Data Protection and Intellectual Property

Suppliers must respect the confidentiality of information provided by Salt and must not use or disclose such information for purposes other than those specified in their agreement with Salt. Suppliers must comply with all privacy, data protection, and information security laws and associated regulatory requirements as well as with Salt's privacy, data protection, and information security policies – as they are updated by Salt. Suppliers must return or destroy Salt's information when the information is no longer necessary for the performance of Supplier's obligations or at the conclusion of its relationship with Salt.

Suppliers must also respect intellectual property rights and ensure the protection of any proprietary information provided.

8. Grievance Mechanism

Any misconduct or breach to this Code of Conduct can be addressed to: whistleblowing@salt.ch. The Salt grievance channel is available to Salt employees, suppliers and third parties that need to communicate any breach to this Code of Conduct in a safe, confidential and anonymous manner. Salt will initiate an investigation without delay into the alleged breach, and perform it in a diligent and timely manner.

Salt expects all suppliers to allow for a grievance mechanism that respects the UN Guiding Principles on Business and Human Rights.

9. Monitoring and Compliance

Salt reserves the right to monitor and assess supplier compliance with this Code of Conduct. Suppliers are expected to cooperate fully with any audits or assessments conducted by Salt or its authorized representatives.

10. Consequences of Non-Compliance

In case of a non-compliance with this Code of Conduct, Salt will cooperate with the concerned supplier in order to seek remedy to the non-compliance. Repeated breaches or unwillingness to collaborate may result in corrective action, including termination of the supplier relationship by Salt.

11. Review and Revision

This Code of Conduct will be periodically reviewed and updated as necessary to ensure its continued relevance and effectiveness, considering the feedbacks of concerned stakeholders. Other internal procedures might also require adjustment in order to enhance the effectiveness of this Code of Conduct.

By entering into a business relationship with Salt suppliers acknowledge their understanding and commitment to complying with the principles outlined in this Code of Conduct.

Please tick the box before signing:

I hereby agree to have read and accepted the terms of the Salt Code of Conduct and the relevant requirements.

Supplier Name and address:

By authorised signatories, with company stamp when applicable:

Date

Signatures
