



SUPPLIER CODE OF CONDUCT

April 2025

1. RESPECT FOR HUMAN RIGHTS

The Contractor agrees to uphold and ensure that its subcontractors also uphold the fundamental human rights as set forth in the Universal Declaration of Human Rights (1948), the Ten Principles of the UN Global Compact, and any other applicable international and national human rights laws. This includes, without limitation, adherence to Law No. 09/001 of 10 January 2009 on the Protection of Human Rights Defenders in the Democratic Republic of the Congo.

2. CONFLICT OF INTEREST

The Contractor shall immediately disclose to DUSSOFT any actual or potential conflict of interest. The Contractor affirms that it currently has no conflicting business, professional, personal, or other interests that could compromise its obligations under the contract. Any conflict arising during the contract period must be promptly disclosed in writing and managed appropriately.

3. ANTI-CORRUPTION AND ANTI-FRAUD

The Contractor certifies that it will not engage in any corrupt practices, defined as the misuse of entrusted power for private gain, whether actual or attempted, monetary or non-monetary. This includes, but is not limited to: bribery, facilitation payments, nepotism, extortion, and financial fraud. DUSSOFT reserves the right to terminate the contract and pursue legal remedies in the event of any breach. The Contractor must report any allegations of corruption or fraud to DUSSOFT within ten days at info@dussoft.com.

4. LABOUR LAW AND WORKING CONDITIONS

4.1. The Contractor shall comply with international labour laws, including the ILO Conventions on Occupational Safety and Health (1981, as amended in 2002), Minimum Wage Fixing (1970), and Hours of Work.

4.2. The Contractor shall also strictly adhere to all relevant labour laws in the Democratic Republic of the Congo.

4.3. The Contractor shall provide a safe and respectful work environment, free from physical, verbal, sexual, or psychological harassment.

5. ANTI-DISCRIMINATION IN EMPLOYMENT

5.1. The Contractor shall not engage in any form of discrimination based on race, colour, gender, language, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, age, or disability.

5.2. Employment decisions must be based solely on objective, job-related criteria.

5.3. The Contractor shall actively promote diversity and inclusion in the workplace.

6. ILLEGAL ACTIVITY

The Contractor affirms that it is not and will not be involved in any illegal activities, including but not limited to money laundering, export control violations, or the circumvention of international sanctions.

7. SANCTIONS AND ANTI-TERRORISM COMPLIANCE

The Contractor shall not engage in transactions with or provide resources to any individuals or entities listed on: a. U.S. Specially Designated Nationals and Blocked Persons List b. UN Security Council Consolidated List c. EU Terrorist List The Contractor must also ensure compliance with applicable export control, anti-money laundering, and counter-terrorism laws.

8. CHILD LABOUR

The Contractor confirms adherence to the Convention on the Rights of the Child, specifically Article 32, and shall not involve children in hazardous, exploitative, or educationally disruptive labour.

9. MINES AND WEAPONS

- 9.1. The Contractor and affiliates shall not participate in the manufacture or sale of anti-personnel mines.
- 9.2. The Contractor shall not engage in activities related to the development, production, or trade of weapons, including chemical, biological, nuclear, or conventional arms.

10. SEXUAL EXPLOITATION AND ABUSE

- 10.1. Sexual exploitation means abusing power or trust for sexual purposes; sexual abuse includes any forced or coercive sexual activity.
- 10.2. The Contractor must prevent sexual exploitation or abuse by its personnel.
- 10.3. Sexual activity with persons under 18, regardless of consent laws, is strictly prohibited. No exchange of goods or services for sexual favours is permitted.
- 10.4. The Contractor shall have a zero-tolerance policy for sexual harassment and abuse, and a mechanism to report and act on such issues.

11. HUMAN TRAFFICKING AND MODERN SLAVERY

The Contractor shall comply with all anti-trafficking and anti-slavery laws and ensure that all personnel and subcontractors are properly instructed on these obligations.

12. ENVIRONMENTAL SUSTAINABILITY

- 12.1. The Contractor shall comply with all environmental laws and obtain necessary permits.
- 12.2. Suppliers and subcontractors must be selected based on environmental responsibility.
- 12.3. The Contractor agrees to reduce environmental impacts across product and service life cycles.
- 12.4. Efficiency and resource conservation are mandatory.
- 12.5. Waste should be recycled or reused whenever feasible.
- 12.6. Water management plans must be implemented in water-stressed regions.
- 12.7. The Contractor should pursue the use of renewable energy.
- 12.8. Environmental and social impact should be considered in all operations.

13. TRANSPARENCY AND ACCOUNTABILITY

- 13.1. The Contractor must provide full disclosure of relevant materials upon DUSSOFT's request.
- 13.2. Breach of this Code may result in immediate termination of the contract with no liability on the part of DUSSOFT.
- 13.3. The Contractor is encouraged to promote a 'speak-up' culture and protect whistleblowers from any form of retaliation.

14. DATA PROTECTION

The Contractor must ensure that any personal data collected, processed, or stored is managed in compliance with applicable data protection laws, including the General Data Protection Regulation (GDPR) where applicable. Personal data must be collected lawfully, stored securely, and used only for specified and legitimate purposes.

15. DUE DILIGENCE ON THIRD PARTIES

The Contractor shall conduct due diligence before engaging with any third party to ensure compliance with this Code of Conduct and applicable laws.

Date:

Signature:

Name and Position: