



Code of **CONDUCT**

Business Partners

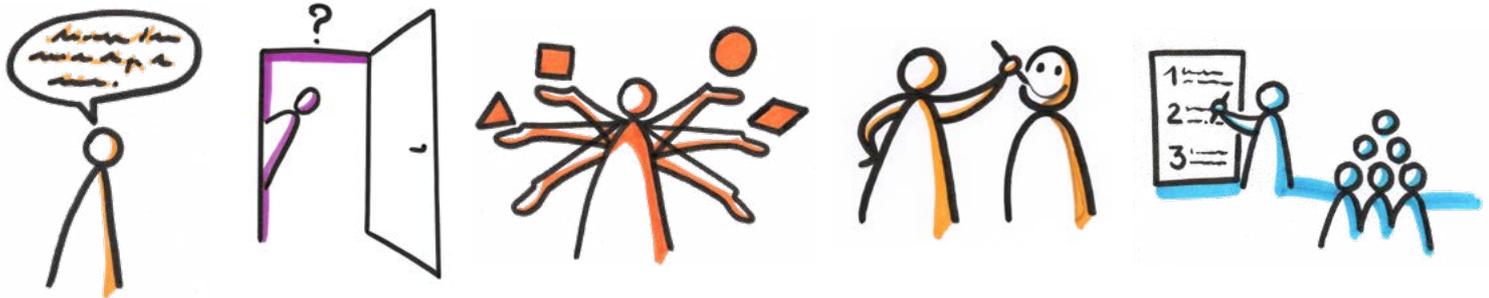
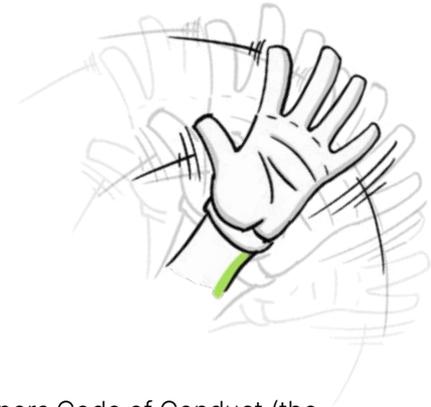


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MESSAGE FROM THE BOARD OF DIRECTORS AND LEADERSHIP TEAM

Dear business partner. With more than 600 team members working in over 20 offices all over the world, EVS is today a leading provider of live video technology, with a global footprint. Such success is also dependent upon your conduct as our suppliers, contractors or other partners (our “Business Partners”): we expect therefore that you always do the right thing in the right way.

We strongly believe indeed that it is only with our integrity intact that we can remain successful and stay on the right track for the future.

The present Business Partners Code of Conduct (the “Code”) applies to all our potential Business Partners, reflects our company’s integrity values and offers you guidance to help you to make the correct decision in every situation even when the right thing to do is not obvious.

Thank you in advance for acting in accordance with these principles and values. Your commitment will preserve and reinforce our strong business relationship and contribute more than ever to our continued success.



1. DECENT AND FAIR WORK ENVIRONMENT

At EVS, our team members are our most valuable assets. We therefore expect that you treat your own staff the same way notably by:

- complying with the applicable labour legislation and regulations (including the UK Modern Slavery Act) and respecting all applicable human rights and labor rights;
- ensuring a safe and healthy work environment in accordance with the applicable legislation;
- treating them fairly, with respect and without any discrimination, and that they treat others the same way;
- providing equal opportunities to them or your applicants regardless of their gender, sexual orientation, disability, age, ethnic origin or political or religious beliefs; and
- respecting all applicable environment legislation and regulations.





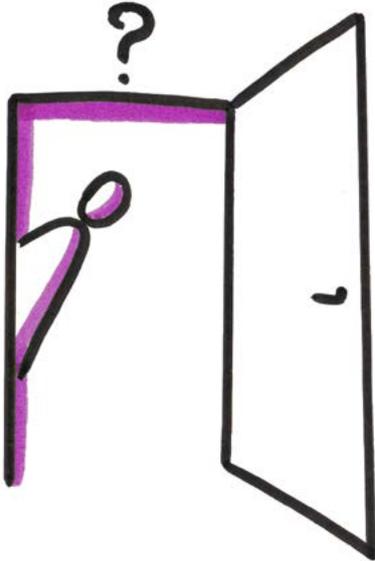
2. BUSINESS RESOURCES

At EVS, we protect our company resources as they are key for our business. We expect the same from our Business Partners, and more particularly that you:

- Protect the confidential information exchanged between the parties and only use it in accordance with the applicable confidentiality obligations;
- Help protect the intellectual property of EVS and others; and
- Preserve EVS' assets with which they may be confronted.







3. PRIVACY

At EVS, we are of the opinion that the basis of any good relationship is trust. When our customers do business with us, they entrust us with their or third parties' personal data. EVS' Team Members also trust EVS to keep their personal data private and secure. We take our responsibility and obligations to our customers and Team Members seriously. EVS collects, uses and processes personal data only for legitimate business purposes and protect it from possible loss, misuse or disclosure and require its Business Partners to do the same in accordance with the applicable privacy regulations and obligations.



4. RELATIONSHIP

At EVS, we aim at building transparent relationships and avoiding any situation which creates an actual or potential conflict of interest and we require our Business Partners to do the same. Every decision you make within the framework of our business relationship must be objective, in the best interest of our business relationship and not influenced by any personal interests.

EVS competes fairly: we seek to outperform our competition fairly and honestly through superior performance and services, never through unethical or illegal business practices and require the same from our Business Partners.







5. ANTI-BRIBERY

At EVS, we are responsible with gifts and entertainment. We expect and require from our Business Partners that they must comply with any applicable anti-bribery law at all time. In your interaction with any customer, our staff or any other Business Partner, it is strictly forbidden to:

- Accept or offer any gift or entertainment that seems like as an attempt to get, keep or grant any business advantage such as favorable treatment in negotiations or the awarding of contracts. Only accept or give gifts and entertainment that are reasonable and will clearly be interpreted by others as a gesture of business courtesy and not as influence;
- Especially with government or public company officials; and
- Notably during a negotiation or a tender process.



6. PLEASE SPEAK UP

If you identify a violation of laws, internal policies/ procedure or this Code, report the matter in the first place to your local EVS contact, who is the most appropriate person to appreciate the situation and understand your position. In addition, depending on the matter at stake, the Legal, Human Resources and Finance Departments must be contacted by you. To this end, a [Speaking Up Procedure - Whistleblowing policy](#) has been set up within EVS.





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→ [evs.com](https://www.evs.com)