

supplier **<code>**
of conduct

management <statement>

Win-win for all

This has been the motto of eightbit experts for many years. And we bring this slogan to life. We want to create added value for all our stakeholders, including our customers, business partners and employees. But because we want to create more than just short-term value, we also want to make a lasting positive impact on society and the environment. We therefore take a step-by-step approach to achieving our goal of sustainable success.

For years, our corporate culture has been based on a firmly established system of values that has grown within the team. This system of values is the cornerstone of our daily work. With our Code of Conduct, we are building on this cornerstone and creating a framework that sets out our principles in detail and provides guidance in complex situations.



management <statement>

One step further

We are now going one step further with our Supplier Code of Conduct. This is to ensure that we only work with business partners who share our values and for whom Corporate Social Responsibility is important. Our aim is to work together with our partners to promote sustainability and social responsibility and to make a positive difference - ethically, socially and environmentally.

As our partner, we ask you to adhere to our Supplier Code of Conduct and join us on the path to sustainable success.

Thank you very much!

Tim Grossmann

Managing Director

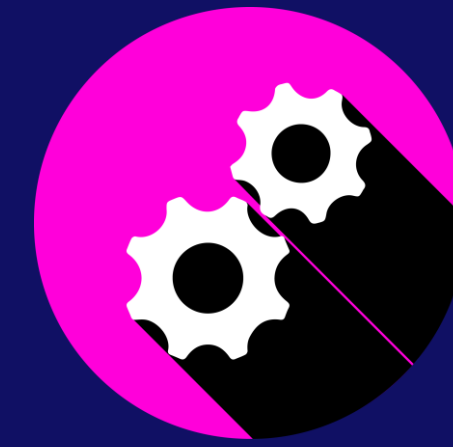


our **<supplier>** code of conduct

Why our partners are so important

Our values and Code of Conduct put us in a good position, but as in almost all areas of life, we can only achieve what we want if we work together. And that is why we need you - as our partner. Together, we can achieve a lot - in terms of business success, but more importantly, in terms of sustainable and ethical business practices.

Always keeping in mind that real and long-term success can only be achieved in a sustainable and socially responsible way, and that we leave a livable society and environment for future generations. For this reason, it is important to us to implement our values and sustainability goals in our supply chain as well.



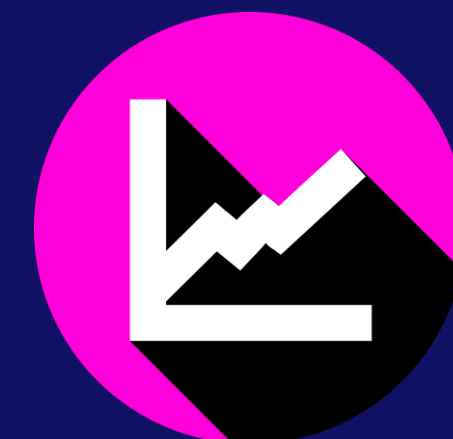
Meaningfulness



Appreciation



Integrity



Aspiration

Together with you, we want to commit to sustainability and social responsibility to make a positive impact on our working environment, our society and our environment.

our <cornerstones>

Topics covered by our Supplier Code of Conduct

Our Supplier Code of Conduct is designed to ensure that we achieve sustainable success with you as our partner. To achieve this, it is important that we comply with all applicable requirements in a number of areas and that we commit to additional or more extensive standards. The areas we cover in our Supplier Code of Conduct are as follows:



People and Society

Environment and Sustainability

Legal and Compliance

Business and Competition

We consider compliance with the regulations in all four areas to be the basis for ethical business conduct. As our partner, we expect you to commit to all of the provisions of this Supplier Code of Conduct and thus to a sustainable business partnership.

<people> and society

The People and Society section includes all the rules that aim to make a positive difference in terms of socially and ethically responsible management. We are committed to ensuring that our business activities do not have a negative impact on the people who work with or for us, or on the communities in which we operate. We therefore expect you to observe and implement the following guidelines.



<people> and society

Respect for universal human rights

You comply with human rights laws wherever you do business. You believe that all people have value and should be treated with respect. You respect the safety, health and dignity of all people.

Protection against modern slavery and human trafficking

You ensure that neither your own business activities nor your supply chain involve any form of modern slavery or human trafficking. You guarantee that all employees work voluntarily and without the threat of punishment, and that they are treated with respect and have the right to terminate their employment within statutory notice periods.

Furthermore, you ensure that employees do not have to hand in their ID or other legal documents or make any kind of payment for their employment.

Protection against child labour

You guarantee that you do not use child labour either directly or indirectly in your business processes. With regard to the minimum age for children and young people, you comply with the ILO standards in accordance with Conventions 138 and 182. Furthermore, you observe all applicable national laws relating to child and young adult labour.

<people> and society

Implementation of fair working conditions

You actively promote fair working conditions for your employees. You comply with the national laws applicable to you regarding working hours and pay. You provide systems for employees to track their working hours and compensate them for overtime. Overtime is voluntary for your employees and is not regularly required to fulfil workloads.

You pay your employees at least the minimum wage and ensure that their work allows them to achieve an adequate standard of living. You pay your wages punctually and in full and ensure equal pay for work of equal value.

Health and safety compliance

You ensure the safety and health of your employees in the workplace. You comply with all national health and safety regulations that apply to you. You ensure that your employees are protected from potential hazards and health risks.

You can do this by providing protective equipment, safety measures such as fire protection or first aid facilities, and by giving your employees the right training. You will also ensure that the workload is manageable for your employees and that there are no risks to their health, either physical or mental.

<people> and society

Protection from bullying and harassment

You will not tolerate any form of bullying or harassment in your organisation. You have policies in place to protect your employees from abusive behaviour and procedures in place to respond appropriately should an incident occur.

Protection from discrimination

You have put in place comprehensive measures to ensure that the working environment for your employees is free from discrimination and that diversity and inclusion are promoted. You respect everyone for who they are, regardless of age, race, origin, gender, sexual orientation, religion or belief, marital status, physical or mental health or any other legally protected status.

You ensure a respectful and positive working environment in which you never tolerate discrimination and offensive, hostile or intimidating behaviour. Furthermore, you actively promote equality in your company.

Promoting freedom of association

Ensure that your employees have the right to freedom of association and collective bargaining, and do not discriminate against employees because of their decision to join a workers' organisation or trade union.

<people> and society

Complaints mechanisms

You have mechanisms in place to allow employees to report complaints, concerns and potential legal or ethical violations, either by name or anonymously. You guarantee that reports will be handled professionally and confidentially and that reporting employees will not suffer any negative consequences as a result of their actions.

The same applies to accused persons until an allegation is proven.



<environment> and sustainability

Environment and Sustainability is the umbrella term for all our policies relating to the protection of the environment and the conservation of resources. By following these rules, we want to ensure that we minimise the impact of our business activities on the environment and leave a habitable planet for future generations. For this reason, we ask you to comply with the following rules.

<environment> and sustainability

Managing resources, waste and emissions

You have developed a sustainability strategy that sets targets for reducing your CO² emissions (Scope 1, Scope 2 and Scope 3), waste, energy and water consumption. As part of this strategy, you measure your CO² emissions and report regularly on your progress towards these reduction targets.

Furthermore, you actively work towards minimising your use of resources and focus on the use of renewable energies and reusable products as part of your resource management.

Consequently, you reduce your waste volumes and have made appropriate arrangements for the storage, recycling and disposal of any waste that does arise. You comply with all regulations applicable to you regarding the resources you use and the waste you produce.

Environmental protection

You comply with all environmental protection regulations and use environmentally friendly materials and technologies that conserve resources. You regularly monitor the negative environmental impacts of your business activities and actively work against the loss of biodiversity, climate change, water scarcity and deforestation.

<environment> and sustainability

Securing land rights and meeting basic human needs

You will prohibit unlawful evictions from land, forests or waters and actively support the protection of habitats. To this end, you conduct impact assessments to assess the negative effects of your business activities on human and animal habitats. You protect people from hazardous substances or other harmful effects that may result from your products.

Employee training and development

You ensure that your employees receive regular and professional training on sustainability and environmental protection. You provide your employees with additional opportunities to promote environmental protection and sustainability.



<legal> and compliance

In the Legal and Compliance section, we have summarised all the rules that ensure that we act in accordance with the law in our day-to-day work and that we behave correctly with regard to the rights of people affected by our business activities. We expect you to implement the requirements set out in these rules.



<legal> and compliance

Compliance with applicable privacy laws

You respect the privacy of all individuals and are committed to protecting the personal data to which you have access. You will act in accordance with the European General Data Protection Regulation (EU GDPR) and the national data protection regulations that apply to you. You have established a data protection management system and provide the necessary documentation and information to data subjects and business partners.

Compliance with all legal requirements

As part of your compliance management system, you ensure that you comply with all international, national and local laws, as well as contractual obligations and other applicable obligations or standards. You also keep all permits, licences and certifications up to date.

Ensuring information security

You have implemented a cybersecurity system that protects your IT systems, company information and business processes from loss, misuse, damage and theft. You use cybersecurity measures as an integral part of your processes. In doing so, you comply with applicable international regulations and standards.

Safeguarding confidentiality

You ensure that confidential information is treated with the utmost discretion and that only authorised persons have access to it.

<legal> and compliance

Responsible use of artificial intelligence

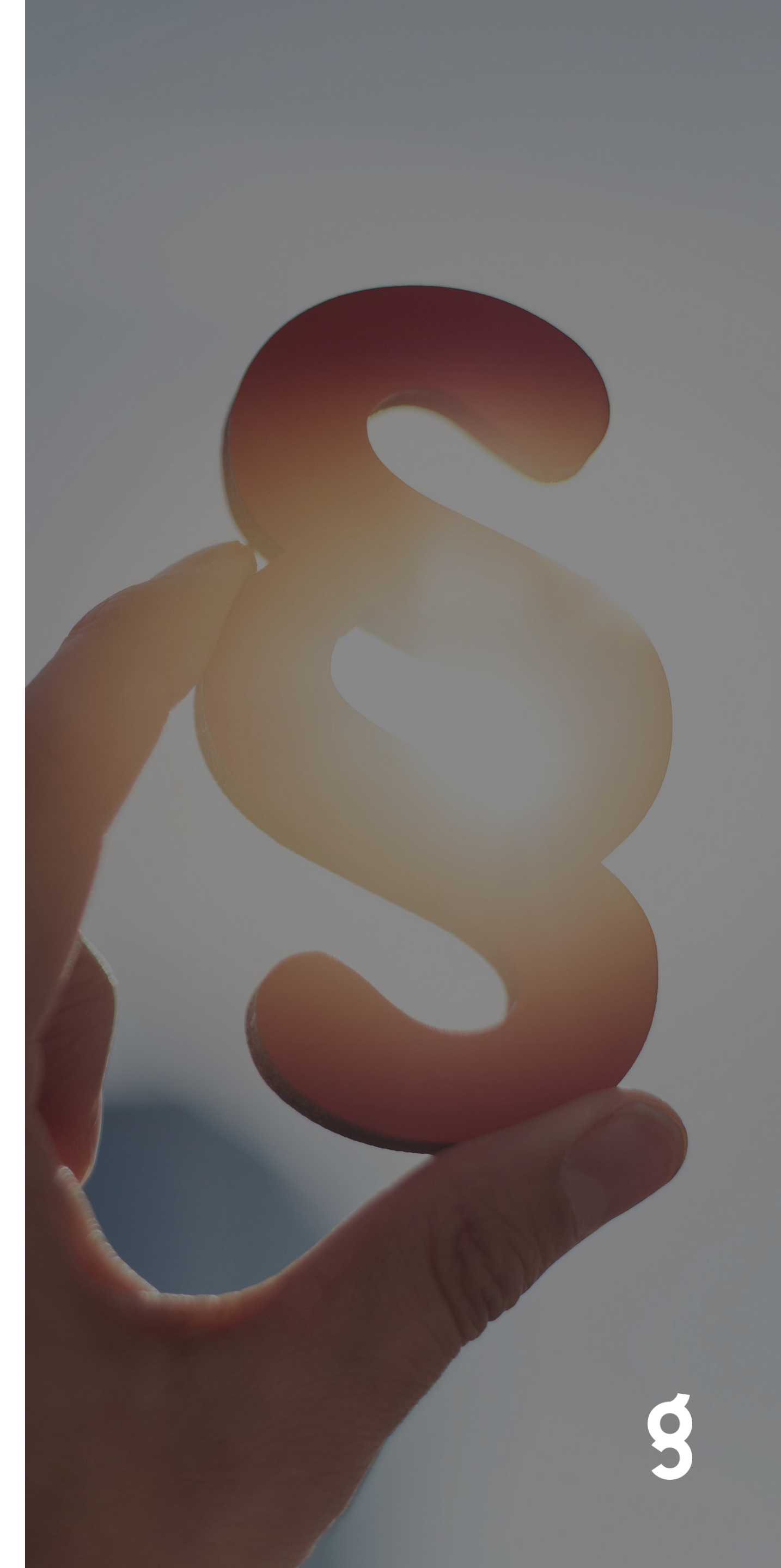
You use artificial intelligence responsibly and in compliance with currently applicable and recommended standards in the course of your business activities. You do not use artificial intelligence to control, evaluate or manipulate employees or external persons.

Protection of intellectual property

You respect and protect the intellectual property of others, consisting of ideas, know-how, designs, confidential business information, copyrights, financial data and software. In doing so, you observe legal and contractual provisions.

Provision of a whistleblowing system

You have implemented a whistleblowing system through which both internal employees and external individuals can report concerns or suspicions of legal or ethical non-compliance. You ensure that there will be no form of reprisal against the reporting persons should their identity become known.



A close-up photograph of a hand holding a black chess king piece, poised to move it on a chessboard. The background is blurred, showing other chess pieces and the board's surface. The lighting is soft, highlighting the texture of the hand and the piece.

<business> and competition

The Business and Competition section summarises all the rules that apply to our collaboration with business partners and our interaction with competitors. This is how we ensure that our principles of ethical business practices and fair competition are upheld in all respects. We therefore expect you to comply with the following guidelines.

<business> and competition

Ethical management

Integrity and maintaining your value system are the basis of your business activities. Your goal is to create a trusting and positive relationship with all business partners, your employees and all third parties, as well as to achieve positive things for society. You consciously refrain from ethically reprehensible or questionable methods and are committed to socially and ethically sound action.

Fair competition

You are obliged to comply with all antitrust and competition laws. You must maintain ethically sound relationships with your competitors and compete fairly and honestly.

Preventing corruption and bribery

You do not accept corruption or bribery and follow the applicable legislation. You fight bribery in the form of offering, accepting, receiving or paying bribes and facilitation payments. You have established processes to detect and follow up on attempts at corruption and bribery.

Preventing fraud

You have implemented measures to prevent fraud and maintain proper books and records to enable tracking.

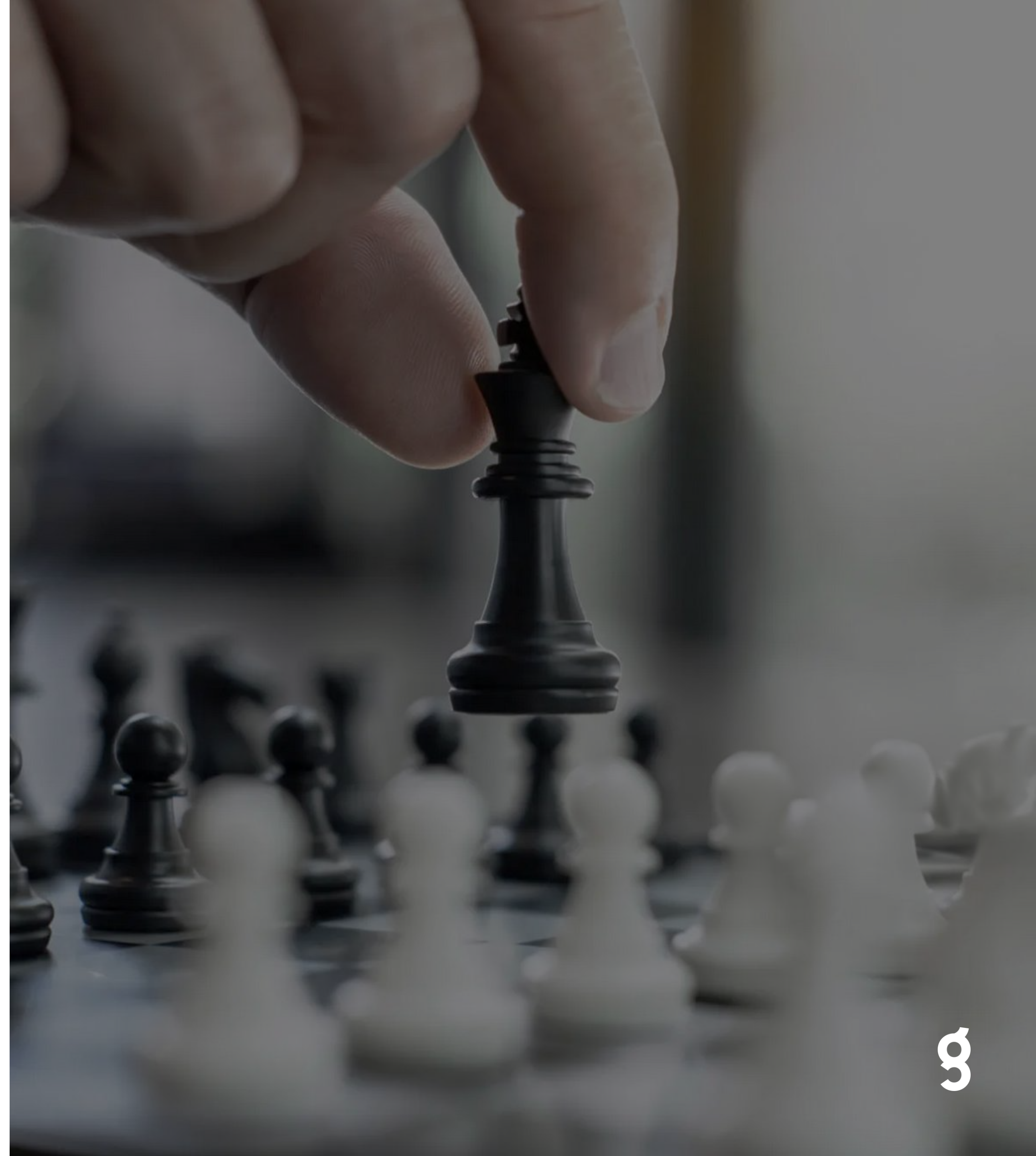
<business> and competition

Correct handling of conflicts of interest

You act with loyalty, integrity and transparency in the best interests of your company and your business partners. You never use your position for personal gain and avoid conflicts of interest. You train your employees to recognise potential conflicts of interest and have implemented measures to help your employees act appropriately when they find themselves in a difficult situation.

Handling gifts and hospitality correctly

You do not accept gifts or hospitality that are inappropriate or intended to influence business decisions. Similarly, you do not offer gifts or hospitality in the above-mentioned form. You train your employees on the subject of bribery and give them processes to follow if they are affected by it.



scope and **<legal>** reference

This Supplier Code of Conduct applies to all business relationships between eightbit experts and its business partners. We expect all of our business partners to adhere to this Supplier Code of Conduct and to implement all of its rules as the basis for a successful and sustainable relationship. We also expect our business partners to comply with any other applicable regulations in their respective business areas that are not mentioned here.

This is the only way we can ensure a supply chain that is sustainable and compliant and meets all norms and standards. We consider all third parties who work for, with or on behalf of eightbit experts to be business partners within the meaning of this Supplier Code of Conduct. These include, for example, but are not limited to, suppliers, service providers, subcontractors, consultants and freelancers.

With our Supplier Code of Conduct, we refer to the most important international principles for the protection of human rights and for the social and sustainable organisation of economic relations.

This Supplier Code of Conduct bases on the following regulations: the [United Nations Universal Declaration of Human Rights](#), the [United Nations Global Compact](#), the [United Nations Guiding Principles on Business and Human Rights](#), the [United Nations Sustainable Development Goals \(SDGs\)](#), the ISO 14001 as well as [International Labour Standards of ILO](#).

<contact> and reporting of violations

The successful implementation of our Supplier Code of Conduct objectives depends on all stakeholders having a practical way to raise concerns, express criticism or report violations. This is why we provide our Speak Up portal.

If you believe that any aspect of our Supplier Code of Conduct is not being adhered to, or that any other violation has occurred, please use the contact option listed on the right. We count on you to speak up - this is the only way we can achieve positive results together.



Report via Weblink:
[Speak Up Portal](#)

If you have any questions or require further information, please feel free to contact our [People & Culture Team](#).

<signed> Charta der Vielfalt | <awarded> Kununu Top Company 2022/2023/2024/2025 | <certified> Pride Champion 2024 | <certified> Eco Vadis Silver 2025 | <certified> Great Place to Work 2025 | Click [here](#) to view further details and information about the methodology behind our EcoVadis certification.

Imprint

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