

CatalystOne Solutions

Supplier Code of Conduct

We take all aspects of sustainability seriously

Overview

At CatalystOne, we're committed to building a sustainable, ethical, and responsible business. Our Supplier Code of Conduct sets out the minimum standards we expect from our suppliers and their subcontractors. By working together, we can ensure respectful labour practices, protect human rights, operate with integrity, and reduce our environmental impact.

Suppliers must ensure that their employees, operations, and supply chains meet these standards and comply with relevant laws and regulations.

Human Rights

We expect suppliers to respect and uphold internationally recognised human rights, including those outlined in:

- [The Universal Declaration of Human Rights \(UN\)](#)
- [International Labour Organization \(ILO\) Conventions](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [The UN Guiding Principles on Business and Human Rights](#)

This means suppliers must prohibit forced or child labour and ensure fair treatment of all workers, including those from indigenous and marginalised communities. They shall respect the right of workers to freely associate, form or join trade unions, and bargain collectively, even in environments where such rights are restricted by law.

Suppliers must assign clear responsibility within their organisation for safeguarding human rights.

Legal Compliance

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to labour laws, health and safety regulations, environmental laws, and anti-corruption laws.

Labour Standards

Suppliers must adhere to labour standards as enforced by the [UN International Covenant on Economic, Social and Cultural Rights](#) and [International Covenant on Civil and Political Rights](#). These include:

No Forced Labour

Suppliers must not use forced, bonded, or involuntary labour in any form. All work must be voluntary, and workers have the freedom to leave their employment after reasonable notice.

No Child Labour

Suppliers must not employ workers who are below the legal working age prescribed by applicable laws and international standards.

Fair Treatment

Suppliers must provide a safe, healthy, and non-discriminatory working environment. They must treat their employees with respect, dignity, and fairness, and prohibit harassment, abuse, or any form of discrimination.

Working Hours

Suppliers must comply with all applicable laws and collective agreements related to working hours, rest periods, and overtime. Working hours must not be excessive.

Employees must receive at least one rest day in every seven-day period. Overtime must always be voluntary and compensated in line with applicable laws and agreements.

Fair Wages

Suppliers must ensure that all employees receive fair pay. Wages must meet or exceed legal minimum requirements and be paid on time. Any deductions must be lawful, reasonable, and clearly communicated.

Where no legal minimum wage exists, pay must be sufficient to cover basic living needs and allow for discretionary income.

Health, Safety and Environment

Suppliers must prioritize the health and safety of their workers and promote a safe working environment. They must implement effective measures to prevent accidents, occupational hazards, and exposure to harmful substances. Where there are any concerns, the supplier is expected to go into dialogue with affected parties, including local and marginalized communities, and provide remediation where a breach has been identified.

Suppliers must also show commitment towards the importance of sustainable business practices. They must comply with relevant environmental laws and should take steps to actively manage environmental impacts by implementing an environmental policy supported by management and set environmental goals and mitigation measures to minimize their impact. Suppliers are encouraged to disclose their climate-related risks and environmental impact, including Scope 1–3 emissions where relevant.

Ethical Business Practices

Suppliers must adhere to high ethical standards in their business operations in accordance with international laws and guidelines such as the UN's [Guiding Principles on Business and Human Rights](#) and the [OECD Guidelines](#). They must conduct their activities with honesty, integrity, and transparency.

Suppliers should also adhere to the following:

Anti-Corruption

Prohibit any form of corruption, bribery, or unethical influence, and comply with all applicable anti-corruption laws and regulations.

Intellectual Property Rights

Respect the intellectual property rights of others and ensure that their products and services do not infringe upon any patents, copyrights, trademarks, or trade secrets.

Confidentiality

Safeguard any confidential information or data shared by our company and use it only for agreed-upon purposes.

Responsible AI / technology ethics

Suppliers using automated systems, AI, or analytics in their services must ensure ethical use, transparency, and non-discrimination, in line with applicable laws and best practices (e.g. EU AI Act, GDPR).



Supply Chain Management

Responsible Sourcing

Suppliers must ensure that the materials, components, and services they provide to our company are sourced responsibly, considering social and environmental factors, including avoiding conflict minerals from high-risk or conflict-affected areas.

Subcontractor Compliance

Suppliers should take responsibility for ensuring that their subcontractors and business partners also adhere to this code of conduct.

Compliance Monitoring and Reporting

Right to audit

Our company reserves the right to audit supplier compliance with this code of conduct. Suppliers may be required to provide information, documentation, and access to their facilities for auditing purposes. Suppliers are also encouraged to report any non-compliance or ethical concerns they identify within their own supply chains or our company's operations.

Grievance mechanisms

Suppliers must establish and maintain accessible and effective grievance mechanisms for employees and, where relevant, external stakeholders.

Grievance mechanisms must allow concerns to be raised confidentially and without fear of retaliation. Suppliers must ensure that concerns are assessed, addressed, and documented appropriately, and that corrective actions are implemented where required. They must be communicated clearly to relevant stakeholders and be easily accessible.

Compliance with the Code

Suppliers are expected to familiarize themselves with this code of conduct, communicate it to their employees and supply chain partners, integrate its principles into their daily operations, and carry out due diligence assessments. The supplier is to provide CatalystOne with a description of its complaint mechanism.

Failure to comply with this code may result in consequences, including termination of the supplier relationship.

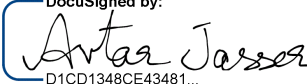
Suppliers are encouraged to establish their own suppliers' code of conduct.

Name: Avtar Jasser

Company: CatalystOne Solutions AS

Position: CEO

Date: 4/3/2026

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