



Code of Conduct for Suppliers of GAIA Insights

The goal of GAIA Insights is to improve human well-being without damaging the biosphere. This demands the highest standards of conduct, both internally and throughout the supply chain. Therefore, this Code of Conduct applies to all our suppliers. This is not a document to sign or a basis for legal action, but GAIA Insights expects the companies we do business with to adhere to this commitment to integrity by complying with this Supplier Code of Conduct for GAIA Insights. It also means that non-compliance with this code will make continued collaboration difficult and ultimately impossible.

This Code of Conduct will be published and reviewed periodically.

Legal and Regulatory Compliance Practices

All suppliers of GAIA Insights must conduct their business activities in full compliance with the various applicable laws and regulations when transacting with GAIA Insights and/or on its behalf, and are required to fully comply with the following requirements:

- **Trade:** Comply with all international and local rules, regulations and controls regulating the market.
- **Antitrust:** Conduct your business in full compliance with cartel law and the competition rules that govern the jurisdictions in which you operate.
- **Fight against corruption:** Conduct your business in full compliance with Swiss law and the anti-corruption and anti-money laundering laws that govern the jurisdictions in which Suppliers operate.

Commercial Practices and Ethics

All suppliers of GAIA Insights must conduct their interactions and business activities ethically, with integrity and are required to adhere to the following rules:

- **Business Records:** Record and report honestly and accurately all business information and comply with all applicable laws accurately and completely. Create, maintain and dispose of business records in accordance with applicable legal and regulatory requirements.
- **Communications:** Be honest, transparent and sincere in discussions, including those with representatives of regulatory bodies and government officials.
- **Gifts and Entertainment:** Use good judgment when exchanging business gifts. Gifts, meals, entertainment, hospitality and travel, which are luxurious in nature or which lack transparency or have no legitimate purpose may be considered bribes or may create the appearance of a conflict of interests or may be seen as an attempt to inappropriately influence decision-making.



- Conflicts of Interest: Be honest, transparent, and sincere when answering questions from GAIA Insights about GAIA Insights employee relations. Avoid irregularities and conflicts of interest, whether real or apparent.

Human Rights and Fair Professional Practices

GAIA Insights expects its Suppliers (1) to fully comply with all labor laws, (2) to share its commitment to respect all human rights and ensure equality of workers, opportunities in the workplace and (3) that they take effective measures to remedy any negative impact on human rights. All suppliers of GAIA Insights must, without limitation, comply with the following rules:

- Do not discriminate.
- Prohibit the use of child labor.
- Prohibit the use of forced labor and human trafficking.
- Ensure that workers have access to work-related documents.
- Clearly specify the conditions of employment at the time of hiring.
- Offer fair compensation.
- Treat employees with dignity and respect.
- Provide a safe and healthy working environment, including any living quarters provided by the company.
- Meet the requirements for working hours and days off.
- Guarantee freedom of association and the right to collective bargaining.
- Provide grievance resolution procedures.

Environmental Protection and Compliance

GAIA Insights recognizes its social responsibility in terms of environmental protection. We expect suppliers to share our commitment in responding to the challenges posed by climate change and working to protect the environment. As part of this commitment, all suppliers of GAIA Insights must, without limitation:

- Comply with all applicable environmental laws and regulations, including but not limited to laws and regulations governing hazardous materials, air and water emissions and waste, and laws, regulations and customer requirements regarding the prohibition or restriction of specific substances in the manufacture or design of products.



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- Act responsibly towards the environment and avoid or at least minimize negative impacts on the environment, at least at the level of established best practices.
- Become aware of GAIA Insights environmental practices and, as far as possible, adapt to it.

Training on the Supplier Code of Conduct

Suppliers must ensure that their employees and approved subcontractors working on projects related to GAIA Insights understand and comply with the content of the Supplier Code of Conduct, applicable laws and regulations and generally accepted standards.

Reporting Doubtful Behaviors

To report questionable behavior or a possible violation of this Code of Conduct, suppliers are encouraged to work with their primary GAIA Insights contact to resolve their issue.

GAIA Insights will ensure your confidentiality to the extent possible and will not tolerate retaliation or retribution against anyone who has sought advice or in good faith reported questionable behavior or a possible breach of the Supplier Code of Conduct.

GAIA Insights GmbH

Switzerland

Inspired by and adapted from documentation provided by the Certification Team - B Lab (Switzerland).