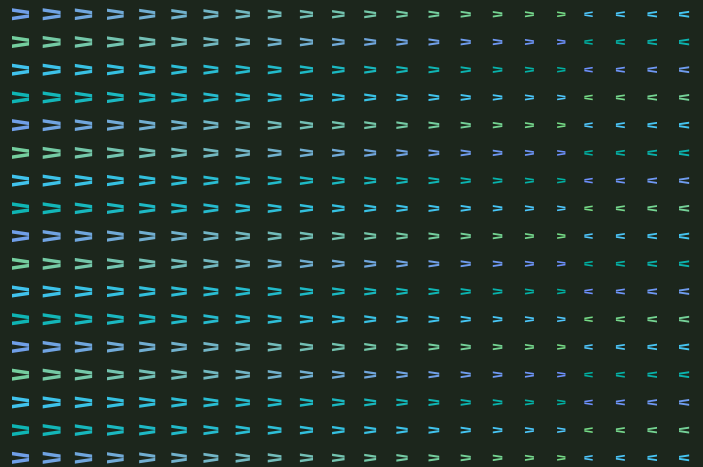


SALTO WECOSYSTEM

Responsible Supplier Code of Conduct



gantner **V** salto **V** vintia **V**

Index

Responsible Supplier
Code of Conduct

1. DUTY TO REPORT	4
2. BUSINESS INTEGRITY	5
3. ENVIRONMENTAL RESPONSIBILITY	6
4. HUMAN AND LABOR RIGHTS	7
5. PRIVACY AND INFORMATION SECURITY	8
ACCEPTANCE OF THIS CODE OF CONDUCT	10

INTRODUCTION

This Code of Conduct sets forth the expectations SALTO WECOSYSTEM¹ has of its supplier companies, contractors, subcontractors, and other collaborators in matters of governance, social responsibility, and the environment.

We seek to establish strong, trusting, and mutually respectful relationships that respond to common values by placing respect for human rights, environmental protection, and business ethics at the center.

SALTO WECOSYSTEM asks its supplier companies to:

- > Adhere to this Code or demonstrate commitment to equivalent principles.
- > Authorize SALTO WECOSYSTEM to conduct quality and ESG audits upon request. Provide evidence of compliance and apply action plans, where applicable.
- > Ensure that their supplier companies and subcontractors respond to these or similar requirements.
- > Once accepted, this Code of Conduct will be part of the contractual framework regulating the relationship between SALTO WECOSYSTEM and the supplier company.

The supplier company has an 'Ethics Channel' available on the [website](#) for reporting conduct that contravenes this Code.

¹SALTO WECOSYSTEM refers to the business group led by the parent company Salto Systems, S.L. and all branches and affiliates in which Salto Systems, S.L. owns, directly or indirectly, at least 50% of the share capital or voting rights, or in which it exercises effective control.

1. DUTY TO REPORT

The supplier company must report any act or omission on its part or on the part of SALTO WECOSYSTEM (actual or likely to occur), that may constitute a breach of this Code of Conduct or, in general, be contrary to business ethics.

In its communication, the supplier company must act in good faith and provide the evidence or indications that reasonably justify the report.

Salto undertakes not to take reprisals of any kind against the supplier company or individuals who submit a report in good faith, providing full support to the supplier company or individual in question.

2. BUSINESS INTEGRITY

The supplier company will always act with integrity, honesty, transparency, consistency, and respect, complying not only with the regulations in force in the places where it operates, but also with this Code of Conduct and with the highest ethical standards. All its actions must be legally valid and ethically acceptable.

- > **Anti-Fraud, Corruption and/or Bribery:** SALTO WECOSYSTEM does not tolerate any form of fraud, corruption and/or bribery, or accept any benefit that could result from such actions. The supplier company will prohibit the payment of bribes, illegal commissions, or other illegal or unlawful consideration or payments. It will not accept, offer, promise, give, or authorize the giving of a bribe, illegal commission, payment, or anything else that could be interpreted as such.
- > **Conflicts of interest:** Those who are part of the supplier company in a conflict of interest situation with SALTO WECOSYSTEM will not participate in the tasks related to the service without express authorization from the latter. A conflict of interest will be considered to exist in situations where the personal interest of someone in the supplier company and the interest of SALTO WECOSYSTEM collide directly or indirectly.
- > **Money Laundering:** The supplier company guarantees that it carries out its business in a legal manner and that its funds are from legitimate sources, and that it furthermore complies with all applicable money laundering regulations.
- > **Compliance with the international sanctions regime:** The supplier company strictly complies with applicable international sanctions regulations (including those imposed by the EU, the United Nations, and OFAC). Neither the supplier company, nor its affiliates, majority shareholders, management bodies, or management team, are subject to international sanctions. The supplier company does not conduct economic transactions with sanctioned countries, individuals, or economic sectors.
- > **Relations with competitors:** The supplier company undertakes to respect competition laws and not to resort to anti-competitive practices or unfair business practices.

3. ENVIRONMENTAL RESPONSIBILITY

The supplier company will carry out its activities minimizing, as much as possible, the environmental impact and its emissions, and complying at all times with the applicable regulations. It will also encourage its supply chain to do the same.

- > **Energy efficiency:** The supplier company undertakes to optimize its energy efficiency and increase the use of renewable energy, provided it is technically and economically viable.
- > **Climate change:** The supplier company undertakes to measure and communicate its carbon footprint to SALTO WECOSYSTEM (at least Scopes 1 and 2), when requested, establishing emissions reduction targets.
- > **Waste minimization and management:** Waste generated in operations will be managed according to current regulations and in any case, following the principles of reduce, reuse, and recycle whenever possible.
- > **Efficient use of resources:** Actions will be taken to ensure the responsible use of materials, water, and energy, using the alternatives with the least environmental impact and gradually reducing consumption.
- > **Emissions and discharges:** Wastewater and atmospheric emissions generated in industrial processes shall be properly monitored, controlled, and treated prior to discharge or disposal.
- > **Responsible mineral supply:** Minerals from sources that may be directly or indirectly funding or benefiting armed conflicts or violating laws or human rights are not permitted. The supplier company using 3TG minerals must communicate to SALTO WECOSYSTEM its list of sources through the CMRT or similar and must maintain a program to take the necessary measures and eliminate the sources identified as Non-Conforming or Unknown.
- > **Biodiversity:** The supplier company is committed to respecting ecosystems and preserving biodiversity by applying impact measures and alternative/compensatory measures, if applicable.

4. HUMAN AND LABOR RIGHTS

The supplier company undertakes to exercise its activities in a manner that respects human and labor rights.

- > **Non-discrimination:** The supplier company will not discriminate on the basis of race, color, nationality, social background, age, sex, marital status, sexual orientation, ideology, political opinions, religion, or any other personal, physical, or social condition of individuals.
- > **Rejection of violence and harassment:** The supplier company will reject any manifestation of violence, physical, sexual, psychological, workplace, moral, or other harassment; abuse of authority at work; and any other conduct that creates an intimidating or offensive environment for the personal rights of individuals.
- > **Freedom of association:** The supplier company will respect the freedom of association and the right of its staff to freely choose their representatives and to engage in collective bargaining.
- > **Elimination of forced labor:** All types of forced or compulsory labor are prohibited, as is the withholding of identity documents or sums of money from people in your organization.
- > **Elimination of child labor:** The employment of young persons shall conform to ILO Conventions No. 138 and No. 182 and comply with all applicable age, work schedule, compensation, health, and safety laws and regulations.
- > **Remuneration:** The supplier company will pay the salaries directly to its staff in legal tender, in full, and at regular intervals of no more than one month. Salaries must allow staff to enjoy decent living conditions based on the cost of living in the workplace environment.
- > **Working conditions:** The supplier company shall comply with all applicable laws and regulations (including applicable collective agreements) relating to the working hours of the workforce, including overtime, the maximum duration of work time, and the requirements relating to rest time and paid leaves of absence.
- > **Communication:** The supplier company will encourage all individuals to raise concerns, complaints, and grievances in an accessible and confidential manner, and without fear of harassment or retaliation.
- > **Health and safety:** The supplier company will pay special attention to the standards related to health and safety at work, with the aim of preventing and minimizing occupational risks and complying at all times with the applicable regulations and, if none exist, with the ILO's recommendations. It will ensure that workplaces, machinery, equipment, and chemicals used are safe and pose no health hazards; when necessary, protective clothing and equipment are to be provided to prevent the risk of accidents and potential adverse health effects of potentially hazardous substances or materials.

5. PRIVACY AND INFORMATION SECURITY

The supplier company will manage all SALTO WECOSYSTEM information to which it has access in a confidential and secure manner, and in compliance with applicable data protection regulations.

- > **Confidentiality:** The supplier company shall duly protect, and shall not disclose to third parties without express authorization, the confidential information of SALTO WECOSYSTEM (including information on staff, business, products, plans, technology, etc.) and shall manage this information in accordance with the regulations in force at all times. Such information shall be considered confidential, secret, and for internal use for the framework of the contract or order.
- > **Privacy:** The supplier company will strictly comply with the applicable regulations on the protection of personal data, guaranteeing at all times the rights of the interested persons (employees, customers, supply chain, etc.). Likewise, it will apply the principles of privacy by design and by default in the provision of services to SALTO WECOSYSTEM, maintaining a proactive approach in this regard.
- > **Information security:** The supplier company undertakes to implement the latest information security policies, processes, and technical measures. In addition, the company will inform SALTO WECOSYSTEM of any IT security incident that has occurred or is suspected of having an impact on the work or the Group. This notification must be made immediately and free of charge to ensure a prompt response and minimize potential damages.
- > **Protection of intellectual and industrial property:** The supplier company will take the necessary measures to protect intellectual and industrial property, as well as the trade secrets of SALTO WECOSYSTEM and will refrain from carrying out any action that could compromise intellectual or industrial property for its own benefit or for the benefit of third parties. Likewise, the supplier company undertakes not to make unlawful use of the intellectual, industrial, or trade secrets of third parties, especially for the benefit of SALTO WECOSYSTEM, and to comply with applicable national and international laws in this regard.

Responsible Supplier
Code of Conduct

RELEVANT INFORMATION ABOUT THE DOCUMENT

Document identification	Responsible Supplier Code of Conduct
Geographical scope of application	Global/ SALTO WECOSYSTEM
Section on other rules it implements	Code of Conduct
Rules it replaces	-
Rules it repeals	-
Primary people involved in its monitoring	Integrity Committee Corporate and ESG Department
Proposing body or department	Corporate Integrity Committee
Approval body	Salto Board of Directors
Date of approval of the text currently in force	November 20, 2025
Implementation date	November 20, 2025
Published and accessible	Intranet/Web SALTO WECOSYSTEM

Responsible Supplier
Code of Conduct

ACCEPTANCE OF THIS CODE OF CONDUCT

By signing, you confirm that you are aware of the rules included in this document and will comply with them accordingly.

Organisation

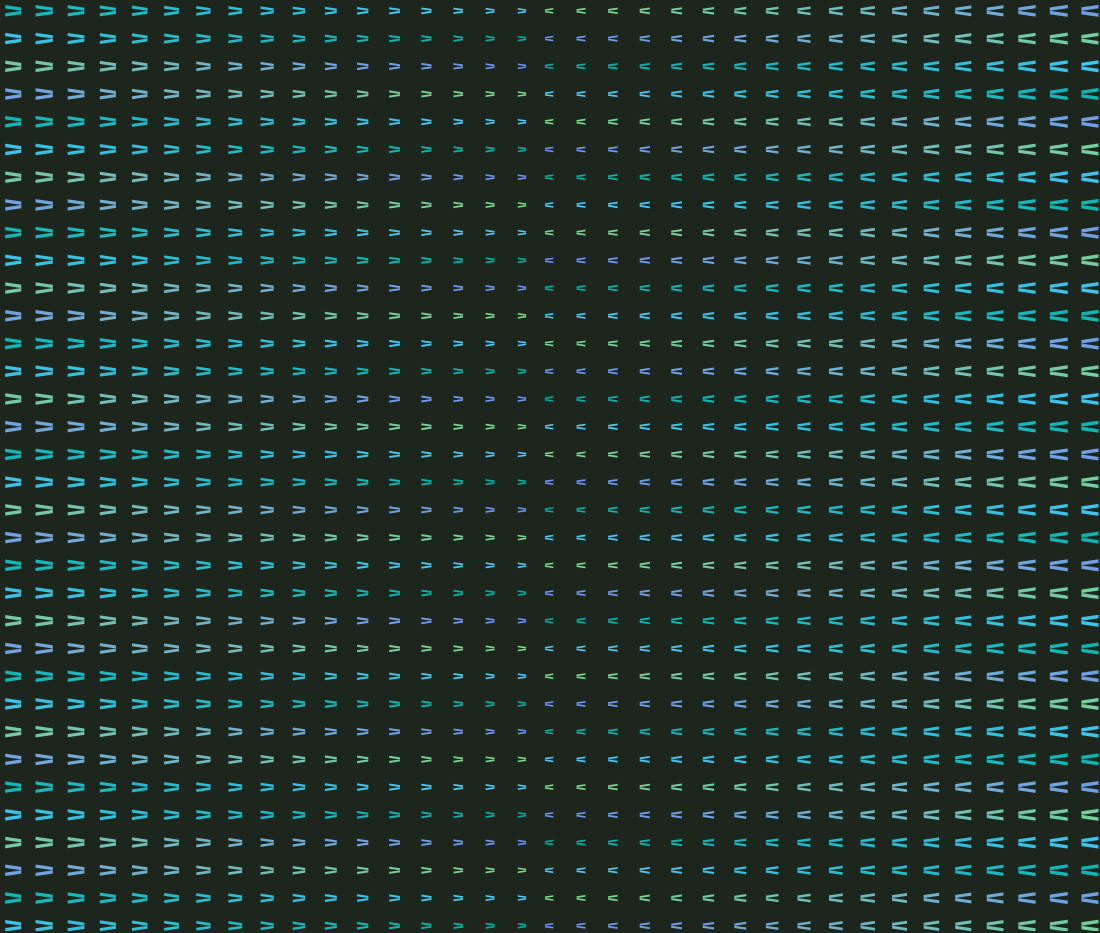
Name

Position

Location, date

Signature of authorized representative / Stamp

SALTO WEICOSYSTEM



saltowecosystem.com

11-25
Copyright © 2025 SALTO WEICOSYSTEM