



Code of Conduct



Version Control Sheet

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Reuzado –Code of Conduct

Introduction

Reuzado ICT Services expects its suppliers to sign and adhere to this Supplier Code of Conduct and to ensure that their key suppliers do the same.

Supplier Code of Conduct – Reuzado ICT Services

Reuzado is committed to responsible and sustainable business practices, with a focus on data security, IT hardware reuse, the circular economy, and ethical sourcing. We only collaborate with suppliers that uphold high standards in environmental responsibility, human rights, labor practices, and ethical business conduct.

Supply chain management plays a vital role in achieving our mission. We expect suppliers to respect and implement our sustainability requirements. This Supplier Code of Conduct is an integral part of our sustainability policy and aims to minimize the environmental and social impact of the goods and services we procure.

Suppliers must explicitly commit to these principles and ensure their own suppliers comply as well. Periodic audits may be conducted. Reuzado will support suppliers in meeting compliance standards but reserves the right to take action against non-compliant parties.

Transparency

- **Transparency:** Suppliers must operate transparently and provide Reuzado with accurate and complete information about their policies, operations, and products, as relevant to our sustainability performance.
- **Legal Compliance:** Suppliers must comply with all applicable national and international laws in the countries where they operate.

Legal Compliance

Suppliers must adhere to all relevant national laws and regulations in the countries in which they operate.

Environmental Responsibility & Circular Economy

Reuzado is committed to promoting a circular economy by refurbishing and reusing ICT equipment and working with certified waste management partners such as Stichting OPEN and Mirec. We expect our suppliers to actively reduce their environmental impact and adopt sustainable production methods and materials where possible.

Minimum Supplier Requirements:

- Continuously monitor and reduce energy, water, and raw material consumption.
- Optimize waste management and contribute to recycling and reuse.
- Minimize emissions to air, soil, and water.
- Limit the use of hazardous substances and comply with REACH and RoHS directives.
- Use sustainable packaging and reduce plastic usage.
- Contribute to circular product innovation and eco-friendly technologies.

Employment & Human Rights

Suppliers must comply with the International Labour Organization (ILO) guidelines and the United Nations Guiding Principles on Business and Human Rights.

- No child labor or forced labor in the supply chain.
- Fair wages and working conditions in line with local laws and international standards.
- A safe and healthy working environment for all employees.
- Respect for freedom of association and collective bargaining.
- Zero tolerance for discrimination, exploitation, or harassment.

Ethical Business Conduct

Reuzado upholds high ethical standards and expects suppliers to engage in lawful and transparent business practices.

- Zero tolerance for bribery, corruption, or conflicts of interest.
- No manipulation or misrepresentation of contracts or transactions.
- Compliance with anti-money laundering and antitrust laws.
- Restrictions on gifts and hospitality to avoid undue influence on business decisions.

Implementation & Compliance

Suppliers must communicate this Code internally and with key subcontractors. Within six (6) months of signing, this Code must be fully implemented throughout the supply chain. Reuzado reserves the right to monitor compliance via audits or supplier reports.

Monitoring & Enforcement

Suppliers are expected to periodically confirm compliance with this Code. Upon request, suppliers must disclose production sites and supply chain details. Reuzado or a designated third party may conduct announced or unannounced audits. Non-compliance may lead to corrective action plans or, in severe cases, termination of the business relationship. In case of serious breaches of law, labor rights, environmental standards, or ethical principles, Reuzado reserves the right to terminate cooperation immediately. If a supplier fails to implement corrective actions, Reuzado may seek compensation for any resulting damages.

