

Nagarro's Code of Conduct for supplier-partners around the world

- Date: December 16, 2021
- Version: 1.2

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The Nagarro supplier-partner with address _____

hereby warrants that today and for the period of their business relationship with Nagarro:

- They comply with all applicable laws.
- They do not engage in, or support, any corrupt practices such as bribery, tax evasion, money laundering, or any unfair or anti-competition trade practice.
- They never offer any bribes or non-monetary inducements to any Nagarrian (Nagarro employee) or Nagarro partner. They report any corrupt request they receive from any Nagarrian or Nagarro partner to whistleblower@nagarro.com.
- They disclose any conflicts of interest to conflictsregister@nagarro.com; e.g., if someone related to them works at Nagarro and can influence their business with Nagarro.
- They comply with all applicable laws and international standards related to workers, including on wages, legally mandated benefits, working hours, holidays and leaves, overtime wages, and safe and healthy working conditions. Their workers have been sufficiently trained on safety issues and have the right to refuse unsafe work, as well as a way to raise workplace concerns without the fear of retaliation.
- They prohibit discrimination among their employees and have controls to prevent sexual harassment, cruelty, exploitation, and abuse.
- They respect basic human rights. They do not employ child labor or forced labor nor knowingly use products or services created from such labor. They take appropriate care when sourcing materials from conflict-affected regions,
- They actively support Nagarro's efforts to reduce the environmental impact of its activities.
- They take full care to protect Nagarro's confidential information and intellectual property and those of its other business partners.
- They do not use non-public information they have about Nagarro to buy or sell Nagarro shares to their advantage or share such information with others.
- They do not represent Nagarro or use its brands in any way without Nagarro's written permission.
- They understand Nagarro's [CARING](#) values and try to support them.
- They permit Nagarro to audit their compliance to this Code of Conduct. They also maintain their own internal management systems to ensure such compliance.

Signature: _____

Full Name, Company, Title: _____

Date: _____