

Supplier & Subcontractor Integrity Expectations

Rely is committed to maintaining the highest standards of business ethics, following all applicable laws and regulations, and operating with safety and integrity foremost in mind.

To get the job done for our customers, Rely relies on a complex array of third parties including individuals and business entities. Rely's reputation for ethical behavior and legal compliance is directly impacted by the conduct of its Suppliers & Subcontractors.

As a Rely Supplier or Subcontractor, you must agree to follow the applicable laws of each country in which you operate and observe the principles of the Rely Code of Business Conduct (hereafter "Code") as well as these Supplier & Subcontractor Integrity Expectations.

As a condition of any business relationship with Rely, Suppliers & Subcontractors must adhere to principles of Rely's Code (and to Supplier/Subcontractor's own Code of Business Conduct if it is materially equivalent to that of Rely's) along with these Supplier & Subcontractor Integrity Expectations. By entering into an agreement with Rely, Rely presumes you have read and adopted the principles addressed in the Code and expects you to adhere to our Supplier & Subcontractor Integrity Expectations set out below.

Ethical Business Conduct

Suppliers & Subcontractors will engage in honest and forthright business practices, including:

- Adhering to all applicable laws and regulations;
- Having a zero-tolerance policy towards bribery, corruption, facilitation payments and other unethical practices such as unlawful tax evasion and colluding with competitors;
- Not offering gifts, hospitality or any form of social donation to third parties on behalf of Rely.
- Understanding that Rely prefers to deal with its counterparties directly, and notifying us immediately if any sales agents have been used to seek to obtain business contracts with Rely; and

- Having in place effective processes and procedures to promote awareness and embed ethical business practices and compliance with laws.

Trade Compliance

Suppliers & Subcontractors will comply with all relevant trade restrictions and requirements under applicable laws and regulations, including:

- Correctly classifying its products, software and technology that it imports and exports;
- Communicating the correct customs and export control classification, value and country of origin of all items provided to Rely; and

- Obtaining all applicable approvals, authorizations and licenses prior to exportation.

Antitrust and Competition Compliance

Suppliers & Subcontractors will comply with all applicable antitrust and competition laws and will have in place effective processes and procedures to proactively prevent anti-competitive behavior and support fair competition.

Conflict of Interest

Suppliers & Subcontractors will avoid and take proactive steps to prevent and disclose any actual, potential or perceived conflicts of interest.

Respect for the Environment

- Suppliers & Subcontractors will abide by all applicable environmental laws and regulations and when on Rely premises will also adhere to Rely's additional environmental standards.
- Suppliers & Subcontractors should devise processes to ensure that their business is conducted in a safe and environmentally conscious manner.

Security and Safety

- Suppliers & Subcontractors will maintain facility security procedures to prevent the introduction of non-manifested cargo into outbound shipments such as but not limited to drugs, explosives, biohazards and other contraband.
- Suppliers & Subcontractors will observe Rely Standards related to a drug and alcohol-free workplace.

Human Rights

- Suppliers & Subcontractors are fully committed to respecting and conducting their business in compliance with all internationally recognized human rights standards including those set out in the Universal Declaration of Human Rights and the International Labor Organisation Declaration on Fundamental Principles and Rights at Work and have an approach to human rights consistent with the United Nations Guiding Principles on Business and Human Rights.
- Suppliers & Subcontractors will have processes in place to assess and mitigate human rights risks in connection with the performance of any services for Rely.

Privacy Compliance

If Suppliers or Subcontractors process personal data as part of their services to Rely, Suppliers / Subcontractors must act in accordance with all Rely privacy policies and requirements, as well as applicable laws and regulations.

Protecting Confidential Information

Suppliers & Subcontractors will have effective protocols in place for securing and protecting Rely information including:

- a) respecting the proprietary and intellectual property rights of Rely;
- b) having information classification protocols and adopting industry best practices, on sharing, protecting and securing information;
- c) observing all data privacy legal requirements on the collection, processing and transfer of Rely personal data; and
- d) reporting any suspected or actual information security incidents that impact Rely information or systems to Rely as soon as practically possible.

Additional Resources

For further information, please consult the following links:

- **Rely Code of Business Conduct:**
<https://www.relysolutions.com/sites/rely/files/2025-07/current-rely-code-of-business-conduct.pdf>
- **Rely Professional Partners Privacy Notice:**
For information on how Rely and its affiliates process personal data of professional partners, please consult Technip Energies' [Professional Partners Privacy Notice](#). Where Rely is the controller, our website is <https://www.relysolutions.com>, and the controller is Rely S.A., Avenue du Boulevard 21, 1210 Saint-Josse-ten-Noode, Belgium, 1002.109.869, and other Rely companies as relevant.
- **Rely Integrity Line:**
 - Report online at: <https://ten.speakup.report/en-GB/rely/home>
 - Report by phone (toll free) at:
 - Australia: 0061282846262
 - Belgium: 080089326
 - Egypt: 08000000083
 - France: 0805543753
 - India: 0008000503159
 - Spain: 0034900031156
 - United States of America: 0016692887154

The full list of local numbers is available in the above Rely Integrity Line link.