

supplier code of conduct

Issued November 7, 2025



background & purpose

01. background & purpose

At AMCS Group, a leading provider of sustainability performance software, we are committed to responsible and sustainable business practices. Embedding long-term, ethical principles into our operations and partnerships is central to our mission of helping organizations reduce their environmental impact through innovative solutions.

We align our practices with globally recognized standards and climate commitments, including the Science Based Targets initiative (1.5°C ambition), to reduce our carbon footprint and drive positive change. Our goal is to minimize negative impacts while scaling sustainable outcomes across our value chain.

This Supplier Code of Conduct outlines our expectations of our suppliers and serves as a guiding framework for responsible collaboration. We believe that working together with our suppliers is essential to building a more sustainable future for business and the planet.



scope & mandatory principles

2. Scope

AMCS Group engages a wide range of supplier, including technology providers, professional services firms, and product suppliers. This Code of Conduct applies to all suppliers delivering goods and/or services to AMCS Group and are a pre-condition of doing business with us. Suppliers are also expected to promote these standards within their own supply chains, to ensure alignment with AMCS's ethical and sustainability values.

3. Mandatory Principles

The Mandatory Principles, set out in points 4-6, represent the minimum standards that AMCS Group expect of each of its suppliers when conducting business with our organisation. These Mandatory Principles are designed to promote and ensure ethical conduct, legal compliance, and responsible business practices are adhered to by all AMCS Group suppliers.

Where there is a conflict between applicable law or regulation and this Code of Conduct, suppliers are expected to comply with applicable laws. However, suppliers should always act within the spirit of this Code, striving to meet or exceed its expectations wherever possible.



human rights including labour rights

At AMCS Group, we are committed to respecting and promoting human rights and labour standards across our operations and supply chain. Our approach aligns with the International Bill of Human Rights, International Labour Organisation (ILO) conventions, the UN Guiding Principles on Business and Human Rights (UNGP), and the OECD Guidelines for Multinational Enterprises. AMCS Group expect all suppliers to uphold fair, ethical, and responsible treatment of workers.

4.1 Human Rights Commitment

- Suppliers must comply with all applicable laws relating to human rights, as well as support and respect internationally recognised human rights. In their day to day business dealings, suppliers must ensure that their practices do not contribute to or cause human rights abuses.
- Suppliers are required to incorporate a clear statement of their commitment to human rights in their policies and/or guidelines.

- Suppliers should regularly, as appropriate to their business size and nature, conduct assessments of their own operations and supply chains to identify and exclude any areas with significant human rights risks.
- Suppliers are expected to communicate openly with AMCS Group about identified risks and potential negative impacts on human rights and also outline the methods by which these are/ will be managed, to ensure effective remediation of the risks identified.

4.2 Eliminating Forced Labor and Child Labor

- Suppliers will not use forced or involuntary labour and will take proactive measures to eliminate any form of modern slavery, forced, or compulsory labour, within their own business, but also within their own supply chains.
- Suppliers will not use or exploit child labour or members of any vulnerable group, such as undocumented workers.

Suppliers will comply with all applicable child labour laws and ensure that no workers are employed below the minimum legal age within any jurisdiction in which they operate. Where local laws are less stringent than the ILO minimum age convention, Suppliers are expected to adhere to the convention.

4.3 Work Environment & Fair Pay

- Suppliers will provide a safe, inclusive, and respectful workplace for their workforce, free from harassment, discrimination, or intimidation. This includes promoting health and well-being through training, injury prevention, use of appropriate safety equipment and hygiene standards.
- All supplier's employees are to be paid a living wage, be fairly compensated for overtime, and be protected from excessive working hours, in line with legal and contractual obligations and applicable laws.

4.4 Diversity, Equity & Inclusion

- Suppliers will uphold the dignity, privacy, and rights of all workers.
- Suppliers will actively foster a diverse and equitable culture, ensuring equal opportunities and zero tolerance for discrimination based on identity, background, or beliefs.

4.5 Worker Representation

- Suppliers will respect employees' rights to organize and engage in collective bargaining. Where legal restrictions exist, alternative channels for worker representation must be provided by the supplier.

environmental

At AMCS Group, we are committed to sustainability and environmental innovation. We integrate circular economy principles, climate action, and resilience into our operations and we expect our suppliers to do the same. AMCS Group welcome and value supplier collaboration in achieving shared environmental goals.

5.1 Understanding Environmental Impacts

Suppliers are required to:

- Maintain an environmental policy or program that addresses risk mitigation and impact reduction.
- Minimise energy, water, and raw material use—especially in relation to products or services provided to AMCS Group.
- Prioritise renewable, locally sourced, or sustainable materials where feasible.
- Actively attempt to reduce waste and enhance reuse and recycling efforts across operations.

5.2 Emissions Reduction

Suppliers are required to:

- Actively attempt to reduce greenhouse gas emissions and other pollutants.
- Actively attempt to optimise logistics to reduce the environmental impact of transporting goods and services.
- Actively attempt to minimise business travel and promote low-impact alternatives when working with AMCS Group.



business conduct

At AMCS Group, we uphold high ethical standards and expect our suppliers to operate with integrity, transparency, and fairness. This section outlines key expectations for responsible business practices.

6.1 Fair Competition

- Suppliers will comply with all applicable laws and maintain ethical business practices that promote fair competition.

6.2 Anti-Bribery and Corruption

- Suppliers will actively prevent all forms of corruption, including bribery, extortion, and fraud by establishing robust internal policies and controls to support compliance.

6.3 Conflicts of Interest

- Suppliers will avoid situations where personal interests' conflict with professional responsibilities. Any actual or potential conflicts related to AMCS Group must be disclosed, promptly and appropriately, in writing to: Quality@amcsgroup.com

6.4 Gifts and Hospitality

- Suppliers will not offer or accept gifts, entertainment, or hospitality that could be perceived as exerting undue influence or creating a conflict of interest.

6.5 Anti-Money Laundering

- Suppliers will comply with all relevant anti-money laundering regulations and implement effective procedures to prevent financial crime.

6.6 Data Privacy and Information Security

- Suppliers will protect confidential information and personal data in accordance with the terms of legal and contractual obligations and applicable laws. Suppliers must implement appropriate security measures to safeguard confidential information and personal data and notify AMCS Group immediately in the event of a data breach.

6.7 Trade Compliance

Suppliers will not engage in any activities that would result in the breach of, or cause AMCS Group to breach, trade sanctions or financial crime regulations.

compliance with this code of conduct & evaluation

7. Compliance with this Code of Conduct

At AMCS Group, we value transparency, accountability, and open communication. We expect our suppliers to uphold these principles and act responsibly when issues arise. Any material misconduct must be reported to AMCS Group in writing, and addressed, promptly either to their AMCS Contact or Quality@amcsgroup.com. Adherence to this Code of Conduct is a key factor in supplier selection and ongoing evaluation of suppliers.

8. Evaluation

AMCS reserves the right to verify a Business Partner's adherence to the Mandatory Principles

and Recommendations outlined in this Code of Conduct through various methods, including dialogue, self-assessment questionnaires, or similar processes. We recognize that Business Partners may maintain their own policies and minimum standards while working toward shared objectives.

For any questions regarding this Code, or to report a concern, potential misconduct, or submit a whistleblowing report, please contact Quality@amcsgroup.com or use our anonymous [Supplier Whistleblowing Form](#).



