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| Written by: | | Approved by: | | | |
| Zohar Vered VP Marketing and Sales | | Roni Soffer CEO | | | |

Supplier Code of Conduct

The Supplier Code of Conduct outlines the expectations High Sec Labs (HSL) has for its suppliers regarding their activities in the production and delivery of goods and services supplied directly to HSL.

The Supplier Code of Conduct supports HSL’s values, purpose, and strategy, as well as internationally recognized standards and appropriate codes of practice.

1. Introduction

- Purpose: To ensure that suppliers adhere to high ethical standards and comply with all relevant laws and regulations.
- Scope: Applies to all suppliers, their personnel, subcontractors, and third parties engaged by the company.

2. Ethics and Compliance


- Business Integrity: Suppliers must conduct business with honesty, integrity, transparency, and open communication.
- Anti-Bribery and Anti-Corruption: Suppliers must comply with anti-bribery, anti-corruption, and anti-money laundering laws and regulations.
- Compliance with Laws: Suppliers must adhere to all applicable domestic and international laws and regulations.

3. Labor and Human Rights

- Fair Labor Practices: Suppliers must ensure fair wages, reasonable working hours, and safe working conditions.
- No Forced Labor: Suppliers must not engage in or support forced labor, slavery, or human trafficking.
- No Child Labor: Suppliers must not employ or exploit children in any form of labor, in compliance with local and international child labor laws and regulations.

4. Health and Safety

- Workplace Safety: Suppliers must provide a safe and healthy work environment for all employees.
- Emergency Preparedness: Suppliers must have plans in place for emergencies and natural disasters.

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5. Environmental Responsibility

- Sustainability: Suppliers must implement sustainable practices, reduce waste, recycle, and conserve natural resources.
- Environmental Compliance: Suppliers must comply with all environmental laws and regulations.

6. Quality and Standards Compliance

- Uncompromised Quality: Suppliers must ensure the highest quality of materials, components, and products.
- Regulatory Compliance: Any items requiring certification must comply with relevant industry standards and regulations.
- Process Adherence: Suppliers must maintain proper procedures and quality control measures to ensure product reliability and safety.

7. Data Privacy and Security

- Data Protection: Suppliers must protect the privacy and security of all data they handle.
- Cybersecurity Measures: Suppliers must implement robust cybersecurity measures to protect against unauthorized access, data breaches, and other cyber threats.