

Supplier Code of Conduct

Cognigy GmbH and its subsidiaries ("Cognigy") is committed to conducting business responsibly, ethically, and in compliance with all applicable laws and regulations. We expect our suppliers, vendors, contractors, and other business partners (collectively referred to as "Suppliers") to uphold these same principles. This Supplier Code of Conduct ("Code") outlines the minimum standards of ethical, environmental, and social responsibility that Suppliers must adhere to in their dealings with Cognigy.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards. This includes, but is not limited to, laws relating to labor, anti-corruption, competition, intellectual property, data protection, and environmental protection.

2. Business Ethics

2.1 Anti-Corruption and Bribery

Suppliers must conduct business in an ethical manner and avoid all forms of corruption, extortion, embezzlement, or bribery. Suppliers shall not offer or accept bribes or other improper advantages for the purpose of obtaining or retaining business.

2.2 Fair Competition

Suppliers must conduct their business in compliance with applicable competition and antitrust laws.

2.3 Conflicts of Interest

Suppliers shall disclose any potential conflicts of interest to Cognigy and ensure that decisions are made objectively and without personal gain.

2.4 Intellectual Property

Suppliers must respect the intellectual property rights of Cognigy and third parties and ensure that any use of such rights is authorized and lawful.

3. Labor and Human Rights

3.1 Freely Chosen Employment

Suppliers must not use forced, bonded, or involuntary labor. Workers must be free to leave employment after reasonable notice.

3.2 Child Labor

Suppliers must not employ individuals below the legal minimum working age in the applicable jurisdiction and shall comply with all child labor laws.

3.3 Non-Discrimination

Suppliers must provide a workplace free from discrimination based on race, gender, age, nationality, religion, disability, sexual orientation, or any other characteristic protected by law.

3.4 Freedom of Association

Suppliers must respect workers' rights to freely associate, join unions, and bargain collectively in accordance with applicable laws.

3.5 Fair Wages and Benefits

Suppliers must provide fair wages, benefits, and working hours that comply with applicable laws and standards.

4. Health and Safety

4.1 Workplace Safety

Suppliers must provide a safe and healthy working environment for all employees and take appropriate measures to prevent accidents and injuries.

4.2 Emergency Preparedness

Suppliers must have plans in place to respond to emergencies, including fire, medical emergencies, and natural disasters.

4.3 Health and Safety Training

Suppliers must ensure that workers receive adequate health and safety training relevant to their roles and responsibilities.

5. Environmental Responsibility

5.1 Environmental Compliance

Suppliers must comply with all applicable environmental laws and regulations.

5.2 Resource Efficiency and Waste Reduction

Suppliers are expected to use resources efficiently, minimize waste, and reduce their environmental footprint.

5.3 Hazardous Substances

Suppliers must properly manage and dispose of hazardous substances in accordance with applicable laws and regulations.

5.4 Climate Action

Suppliers are encouraged to adopt practices that reduce greenhouse gas emissions and support climate protection efforts.

6. Data Protection and Confidentiality

6.1 Confidential Information

Suppliers must protect the confidential information of Cognigy and its customers, and only use such information for authorized purposes.

6.2 Data Privacy

Suppliers must comply with all applicable data protection laws, including the General Data Protection Regulation (GDPR), and ensure the privacy of personal data.

7. Monitoring and Compliance

7.1 Audits and Assessments

Cognigy reserves the right to assess and audit Suppliers to ensure compliance with this Code.

7.2 Corrective Actions

If a Supplier is found to be non-compliant with this Code, Cognigy may require the Supplier to take corrective actions within a specified timeframe. Continued non-compliance may result in the termination of the business relationship.

8. Reporting Concerns

Suppliers and their employees are encouraged to report any concerns or violations of this Code. Reports can be made confidentially by email to compliance@cognigy.com.