

Supplier Code of Conduct

Approved by the leadership team

This is a summary version of Probi's internal policy. This document only presents the main objectives of the policy.

Probi is committed to responsible, ethical, and sustainable business practices across its entire value chain. We expect all suppliers and business partners to meet the following minimum standards and actively support our sustainability ambitions. [probi.com]

1. Compliance and Business Integrity

Suppliers must:

- Comply with all applicable laws and regulations
- Conduct business ethically and with integrity
- Prohibit bribery, corruption, and conflicts of interest

2. Human Rights and Fair Treatment

Suppliers must respect internationally recognized human rights and ensure:

- No child, forced, or involuntary labor
- Fair treatment, non-discrimination, and equal opportunities
- Respect for employee dignity and freedom of association

3. Labor Standards and Working Conditions

Suppliers are expected to provide:

- Safe and healthy working conditions
- Fair wages and working hours in line with legal requirements
- Appropriate occupational health and safety practices

4. Environmental Responsibility

Suppliers should:

- Minimize environmental impact and use resources responsibly
- Reduce emissions, waste, and pollution
- Support sustainable and circular practices

5. Ethical Business Practices

Suppliers must:

- Follow responsible sourcing practices
- Avoid use of conflict minerals and comply with trade and sanctions laws
- Maintain transparency and accurate business records

6. Implementation and Compliance

- This Code applies to all suppliers and their employees and subcontractors
- Suppliers are expected to communicate and uphold these principles throughout their supply chain
- Non-compliance may result in corrective actions or termination of the business relationship

Our Commitment

Probi encourages suppliers to go beyond these minimum requirements and continuously improve their environmental, social, and governance (ESG) performance as part of our shared sustainability journey.