



A2N Supplier Code of Conduct Policy

- Documentation Date: November 2024
- Approved By: Frank Rondinone, President

Cyber Secured!

More than just a mantra - it is a call to action - and a promise from A2N that we will keep your data, your networks, and your business secured.

Our relationships are built on trust and strengthened through honesty, integrity and the overwhelming value delivered by our team of experts.

Do you want to experience 100% peace of mind? Allow A2N to play a key role in your company's networking and cybersecurity programs.



POLICY STATEMENT

Access 2 Networks Inc. (A2N) Supplier Code of Conduct

Purpose

A Supplier Code of Conduct serves as both a guide and a contract, ensuring suppliers meet the ethical, environmental, and legal standards necessary for a responsible and sustainable supply chain.

Introduction

As a valued partner, we expect all our suppliers to adhere to the highest standards of integrity, transparency, and ethical behavior. This Supplier Code of Conduct outlines the principles, policies, and standards that guide our relationships with suppliers to ensure that all business interactions align with our company values and compliance requirements

Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to, labor laws, environmental regulations, health and safety standards, and anti-corruption laws.

Human Rights and Labor Standards

Suppliers are expected to uphold fundamental human rights and ensure fair treatment for all employees. This includes:

- Prohibition of child labor, forced labor, and human trafficking.
- Providing fair wages, benefits, and working hours in compliance with local labor laws.
- Ensuring a workplace free from discrimination, harassment, and retaliation based on race, gender, age, religion, nationality, disability, or other protected characteristics.
- Respecting employees' rights to freedom of association and collective bargaining.

Health and Safety

Suppliers are responsible for providing a safe and healthy workplace for all employees. This includes:

- Implementing and enforcing health and safety policies.



- Ensuring adequate safety training and protective equipment.
- Taking necessary precautions to prevent workplace accidents and injuries.
- Complying with all applicable health and safety laws and industry standards. Promote Ethical Behavior

Environmental Responsibility

Suppliers are expected to adopt practices that minimize their environmental impact. This includes:

- Complying with all applicable environmental regulations.
- Reducing waste, emissions, and the use of hazardous substances.
- Adopting sustainable sourcing practices.
- Striving to use energy-efficient and environmentally friendly processes and materials wherever possible.

Ethical Business Practices

Suppliers must operate with integrity and in compliance with anti-corruption and fair competition laws. This includes:

- Prohibiting all forms of bribery, corruption, extortion, and embezzlement.
- Avoiding conflicts of interest in business decisions.
- Ensuring that any business information shared by our company is kept confidential and not used improperly.
- Competing fairly in the marketplace and refraining from anti-competitive practices.

Product Quality and Safety

Suppliers are expected to meet the required quality and safety standards for all products and services provided. This includes:

- Complying with applicable product safety laws and standards.
- Conducting regular quality control tests and audits.
- Providing accurate and honest information about product specifications and quality.

Supply Chain Transparency and Compliance

Suppliers must work to ensure that their own suppliers and subcontractors comply with this Code of Conduct. This includes:

- Providing transparency in sourcing and manufacturing practices.
- Avoiding the use of conflict minerals and materials sourced from illegal or unethical suppliers.
- Disclosing any potential risks or non-compliance issues in their supply chains.



Documentation and Monitoring

Suppliers are expected to maintain accurate records to demonstrate compliance with this Code of Conduct. This may include audits, inspections, and regular documentation of policies and procedures. Suppliers should be open to sharing these records with us upon request.

Reporting Concerns and Whistleblower Protections

Suppliers are encouraged to report any concerns, violations, or unethical conduct related to this Code of Conduct. We maintain a non-retaliation policy and guarantee that any supplier reporting an issue in good faith will be protected against retaliation.

Consequences of Non-Compliance

Failure to comply with this Supplier Code of Conduct may result in corrective actions, termination of the business relationship, or other legal remedies. We reserve the right to evaluate and enforce compliance through regular audits and monitoring.

Acknowledgment

By conducting business with our company, suppliers agree to adhere to the principles outlined in this Code of Conduct. This commitment to ethical, legal, and responsible practices reflects our

Policy Review

This policy will be reviewed annually to ensure its effectiveness and compliance with applicable laws and regulations. Updates will be made as necessary.

Contact Information

For any questions or concerns regarding this policy, please contact Frank Rondinone at 416-566-4478 or frondinone@a2n.net.

Acknowledgment

I acknowledge that I have read and understood the A2N Workplace Violence and Workplace Harassment Policy. I agree to abide by this policy and understand that violations may result in disciplinary action.

Employee Name:

Signature: Date: