



Supplier Code of Conduct Policy

What does this policy cover?

Document control

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Policy owner	Procurement / CSR
Approver	COO, CIO, CFO
Confidentiality classification	Public

1. Purpose

This document sets out Valiantys’ commitments, expectations, and operating principles under this policy.

2. Scope and applicability

Scope: All suppliers/partners and their subcontractors as relevant.

Applicability: Applies to all employees and relevant stakeholders covered by the scope. Business units may add local appendices where required.

3. Key commitments

- Communicate clear supplier expectations on human rights, labour, environment, and ethics.
- Require suppliers to cascade requirements through their own supply chain.
- Enable evaluation/audit and corrective actions under a continuous improvement approach.
- Reserve right to withdraw from suppliers in case of proven breach.



4. Objectives, targets and KPIs

Objective	Target (annual review)	KPIs	Accountable owner
Supplier acceptance	Maximize supplier acknowledgment	95% of Tier 1 active suppliers signed/accepted the Code; 100% of new suppliers required to accept before onboarding	Procurement / CSR
Due diligence & audits	Evaluate suppliers against the Code	Complete ESG evaluations for 100% of Tier 1 suppliers annually	Procurement / CSR
Human rights & labour	Prevent child/forced labour and discrimination in supply chain	Assess 100% of critical suppliers for labour risks annually	Procurement / CSR
Environmental expectations	Encourage environmental measures by suppliers	Increase supplier environmental evidence coverage year-on-year, focusing on Tier 1 suppliers	Procurement / CSR

5. Implementation

- Policy owner maintains this document, coordinates implementation, and reports progress at least annually.
- Leaders and managers ensure the policy is applied in day-to-day operations and cascade expectations to their teams.
- Training/awareness activities are delivered as applicable to the policy (at least annually where relevant).
- Records/evidence are maintained to demonstrate implementation (training logs, registers, meeting minutes, assessments, audits, action plans).

6. Monitoring and reporting

Progress against objectives and KPIs is reviewed at least annually. Results, gaps, and corrective actions are documented to support continuous improvement.

7. Continuous improvement

- Identify gaps from KPI results, audits, incidents, or stakeholder feedback.
- Define corrective actions with owners, timelines, and expected outcomes.
- Track action completion and effectiveness; update objectives/KPIs during annual review.
- Update this policy annually and communicate changes to relevant stakeholders.

8. Communication and training

This policy is communicated to relevant audiences and made accessible in the appropriate internal repository. Training and awareness are delivered as required by the policy objectives and role exposure.



9. Contacts

For questions or guidance, contact the Policy Owner or the CSR Committee via the established internal channels.

10. Preamble

As a global leader in Atlassian services, we at Valiantys are committed to our partners and want to give meaning to our mission: to support our customers and employees in the transformation of teamwork by offering agile solutions with a lower environmental impact.

This is why we are working to consider each of the impacts related to all our activities, for our employees, for our customers, for our partners.

Thus, the choices we make are guided by our values: Be Mindful of What Matters, Share & Take Part, Never Stand Still, Talk Straight and Make Every Interaction Remarkable. With the satisfaction of our customers and partners, we are committed to the respect of fundamental rights, the health, safety, the fulfilment of our employees and the reduction of the social and environmental impacts of our activities, through our purchasing policy.

Our commitment is part of the rigorous selection of our partners, with a focus on suppliers committed to the sustainable use of resources, and the desire to anchor our activity in a circular economy dynamic.

Because it is fundamental for us that our suppliers and partners share the same values, we wish to associate them with our ambition through this reciprocal commitment and ask them to adhere to this Supplier Code of Conduct.

Based on a principle of reciprocity, this Supplier Code of Conduct describes Valiantys' expectations of its suppliers regarding compliance with these main principles. It is the operational version of our Responsible Purchasing Policy, which describes Valiantys' Corporate Social Responsibility policy, and whose purpose is to inform partners and suppliers of the commitments made by the company in terms of responsible purchasing.

Recognized for our commitment to our partners and our intransigence in terms of health and safety towards our employees, and the reduction of our environmental impacts, we consider that respect for human rights, labour and environmental law, and the fight against corruption are demanding and essential rules. This is why we expect our partners and suppliers to commit to respecting and promoting the ten principles inspired by the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on the Environment and the United Nations Convention against Corruption.

Partners and suppliers agree to sign our Supplier Code of Conduct and to collaborate with Valiantys to implement it, and if necessary, to take any appropriate corrective measures as part of a continuous improvement process.

Adherence to the principles of this Code is essential to the continuity of the relationship between Valiantys and its partners and suppliers.

11. Our CSR Commitment

At Valiantys, we are committed to fulfilling our mission: supporting our customers and employees in the transformation of teamwork by offering agile solutions with a lower environmental impact, with a view to continuous innovation, in accordance with our values; Be Mindful of What Matters, Share & Take Part, Never Stand Still, Talk Straight and Make Every Interaction Remarkable. It is based on these values that we have since formalized our commitment, and structured our CSR approach, to improve the impact of our activities and create shared value, for the people who work daily in our company and with our customers, but also for our partners and suppliers.



Aware of the societal and environmental challenges that we must address together, we are always going further in improving the quality of our employees' working conditions and reducing the environmental impact of our activities, in synergy with our partners.

Recognized as a major player in our industry, it is fundamental to achieving these objectives that our suppliers and partners share the same values. This is why we invite them to take note of our commitments, embodied in this Code, and to join our ambitions, to sustain our relationships of trust and to be part of a process of continuous progress together.

To meet the major challenges of sustainable development and to develop our service offering, we have materialized our CSR commitment around the following three pillars:

- Be a committed player in favour of well-being at work and offer quality jobs allowing our employees to realize their full potential and contribute to their fulfilment.
- Reduce the environmental footprint of our activities, as well as that of our customers, partners, and suppliers by offering solutions with a lower impact and by responding to sustainability issues.
- To meet the highest ethical standards in the development of our activities, and to integrate social responsibility issues throughout our value chain.

12. Commitments from partners and supplier

Social Commitments and Respect for Human Rights

Partners and suppliers must respect and promote fundamental principles and rights as described in the Universal Declaration of Human Rights issued by the UN in 1948, as well as the working conditions required by the Conventions of the International Labour Organization (ILO) and comply with the laws in force in each country where they operate. They must also ensure respect for human rights throughout their supply chain and monitor the practices of their own suppliers.

Effective abolition of child labour

The Supplier shall refrain from employing children in violation of the provisions of the International Labour Organization Conventions (ILO Conventions Nos. 138 and 182).

Eliminate all forms of forced or compulsory labour

Under no circumstances shall the supplier resort to forced and compulsory labour or slavery, or any other practice of servitude or involuntary labour, as defined in ILO Fundamental Conventions Nos. 29 and 105. The supplier shall refrain from using any verbal or physical threat, physical violence, sexual abuse, or any form of harassment (ILO Conventions No. 29 and No. 111);

All forms of work, including overtime work, are voluntary. Workers are free to leave their jobs if they comply with the notice period specified by law.

Working Time and Remuneration

Suppliers undertake to comply with all regulations to which they are subject relating to remuneration, benefits and hours of work, including those relating to minimum wage, overtime pay, piecework wages and any other elements of remuneration and limits on working hours and supply (Conventions No. 1, 30, 95, 100, 131, 163 and 171).

Elimination of discrimination and fair treatment in the workplace

The supplier shall not discriminate, exclude, or be preferred on the grounds of race or ethnic origin, sex, religion or belief, political opinion, trade union activity, disability, age and sexual orientation in recruitment and professional development and shall ensure equal treatment (ILO Convention No. 111).



The supplier undertakes to promote equal treatment and equal opportunities in accordance with the ILO's Fundamental Conventions No. 100 on Equal Remuneration for Men and Women for Work of Equal Value and No. 111 on the ILO Principle of Non-Discrimination.

Freedom of expression, association, employee representation and the right to collective bargaining

Suppliers recognize and respect the employee's right to freedom of association and collective bargaining as defined in ILO Core Conventions Nos. 87 and 98; They ensure respect for trade union independence and pluralism and undertake to promote collective bargaining as a central element of social dialogue.

Health, safety, and well-being of employees in the workplace

Suppliers strive to maintain a safe and healthy working environment that complies with relevant regulations.

They undertake to implement a health and safety policy that aims to guarantee each employee a working environment that does not pose a danger to his or her health and safety, and to maintain an environment in which the dignity of people is respected (ILO Conventions Nos. 155 and 120), and to take all necessary measures to limit accidents at work that may occur in the course of an employee's routine tasks.

13. Environmental commitments

Valiantys partners and suppliers and their own suppliers must have adopted measures in favour of the environment to ensure the continuous improvement of their performance in terms of environmental impact and in particular compliance with all environmental laws and regulations applicable to them, throughout their value chain. The company's partners and suppliers must justify their actions in the following areas:

Compliance with environmental laws and regulations in force in the countries where they operate.

Suppliers must comply with existing international, national, and regional environmental regulations. They must hold the necessary permits and authorizations to carry out their activities and must meet requirements relating to air, soil, water, and pollution quality.

Risk, Monitoring and Measurement

Suppliers adopt the precautionary principle and are encouraged to put in place an environmental management system, enabling them to quickly detect, identify and assess potential environmental risks, through the implementation of control systems through permanent and reliable measures. They take all appropriate measures to mitigate or eliminate environmental risks where possible and must promote this approach to their own suppliers.

Waste Management and Air Emissions

Suppliers ensure that they manage waste responsibly, working to reduce waste at source as well as exploring ways of reprocessing, recycling, or reuse. Noise, dust, odours, particulate matter, and any other source of local pollution are monitored, and action plans are put in place to control, minimise, and adequately treat these emissions.



GHG emissions and sustainable use of resources

Suppliers are committed to limiting the impact of their activities on the environment by reducing their greenhouse gas emissions, energy, and water consumption, and limiting the use of non-renewable natural resources or environmentally unfriendly products.

14. Business Ethics

Fair practices and respect for confidentiality

Partners and suppliers behave ethically in their business dealings and undertake to comply with the laws and regulations relating to the principle of loyalty in force in the countries in which they operate.

Mastery of subcontracting and promotion of social responsibility

Partners and suppliers undertake to promote a social responsibility approach among their suppliers and subcontractors, to enable the dissemination and application of the principles of this Code throughout the value chain. It is their responsibility to implement all due diligence measures vis-à-vis their own subcontracting chain.

Supplier Engagement & Continuous Improvement

Partners and suppliers acknowledge that they have read this Code and undertake to apply it in their company and to promote it throughout their subcontracting chain; respond promptly to requests and agree to be evaluated or audited by the Andromeda Network, or by a third party commissioned by it, on the principles set out above.

In the event of a proven breach of one or more of the principles of this Code, Valiantys reserves the right to withdraw from suppliers who do not comply with this Code.



Management

Date & Signature

Signature of the Supplier Code of Conduct

I, the undersigned, Confirms:

- Have read this Code, and understood the principles, values and in general all the content of this Code.
- Adhere to its principles and commit to enforcing them in my organization and promoting the principles among my subcontractors and suppliers.

Place of signing: France

Date: 30 / 12 / 2025

Signature: 

DocuSigned by:

B63F1B700FB4482...

30/12/2025

Read and approved

Chief Information Officer

Signed by:

7CFF3C4AD6E7441...

30/12/2025

Read and approved

Chief Financial Officer

DocuSigned by:

4A8955F416CD45E...

30/12/2025

Read and approved

Chief Operating Officer

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE GLOBAL COMPACT



www.unglobalcompact.org

Human rights

1. Businesses are encouraged to promote and respect the protection of international human rights law within their sphere of influence.
2. To ensure that their own companies are not complicit in human rights violations.

Labor Law

3. Companies are invited to respect freedom of association and to recognise the right to collective bargaining.
4. The elimination of all forms of forced or compulsory labour.
5. The effective abolition of child labour.
6. Elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses are encouraged to apply the precautionary approach to environmental issues.
8. To undertake initiatives to promote greater environmental responsibility.
9. To promote the development and dissemination of environmentally sound technologies.

Fight against corruption

10. Businesses are urged to act against corruption in all its forms, including extortion and bribery.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



www.un.org/sustainabledevelopment/fr/



THE UNIVERSAL DECLARATION OF HUMAN RIGHTS:



www.un.org/fr/documents/udhr/

RIO DECLARATION ON THE ENVIRONMENT

www.un.org/

UNITED NATIONS CONVENTION AGAINST CORRUPTION

www.unodc.org/

THE FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO), including:



- Convention No. 29 on Forced Labour.
- Convention No. 87 on Freedom of Association and Protection of the Right to Organize.
- Convention No. 98 on the Right to Organise and Collective Bargaining.
- Convention No. 100 on Equal Remuneration.
- Convention No. 105 on the Abolition of Forced Labour.
- Discrimination (Employment and Occupation) Convention (No. 111)
- Convention No. 138 on Minimum Age for Admission to Employment.
- Convention No. 155 on Occupational Safety and Health.
- Convention No. 182 on the Worst Forms of Child Labour.