



SUPPLIER CODE OF CONDUCT

Note: This document is an extract from the official internal documents of SmartUp – Social Innovation Lab, as approved by the Executive Board. It reproduces selected provisions verbatim and does not constitute the complete document. Provisions relating solely to internal procedures have been omitted. Where provisions from more than one source document are combined, each part is identified by its source.

Source documents: SmartUp Personnel and Operations Manual (2026).

From: SmartUp Personnel and Operations Manual (2026) – Appendix 9: Supplier Code of Conduct

APPENDIX 9: SUPPLIER CODE OF CONDUCT

1. Purpose

SmartUp expects all suppliers, consultants, and contractors ("Suppliers") to adhere to the highest ethical standards. Acceptance of this Code is a mandatory condition of doing business with SmartUp.

2. Principles

- **Anti-Corruption:** The Supplier shall not engage in any form of corruption, bribery, extortion, or embezzlement. No gifts or favors shall be offered to SmartUp staff to influence business decisions.
- **Prevention of Sexual Exploitation and Abuse (PSEA):** The Supplier must strictly prohibit sexual exploitation and abuse. Sexual activity with children (under 18) is prohibited. Exchange of money, employment, goods, or services for sex is prohibited.
- **Labor Standards:** The Supplier must respect international labor standards. Forced labor, child labor, and discrimination in hiring are strictly prohibited. Safe working conditions must be ensured.
- **Conflict of Interest:** The Supplier must disclose any potential conflict of interest (e.g., relationship with SmartUp staff) prior to engagement.

3. Compliance

SmartUp reserves the right to inspect the Supplier's facilities or records to verify compliance. Any violation of this Code may result in the immediate termination of the contract and blacklisting from future business.

Declaration:

I, the undersigned, acknowledge and accept the terms of this Code of Conduct.

Name of Supplier: _____

Signature: _____

Date: _____