

Declaration of Compliance

The Supplier affirms its commitment to uphold internationally recognized ethical, social, and environmental standards while fulfilling its obligations under this contract. The Supplier recognizes that these standards align with the ethical, social, and environmental values of **Zeno**.

The Supplier further commits to:

- **Legal and Regulatory Compliance:**
 - Adhering to all relevant laws and regulations in every country of operation.
- **Human Rights and Labor Practices:**
 - Strictly prohibiting any form of forced labor or child labor.
 - Providing fair compensation, reasonable working hours, and safe working environments.
 - Ensuring non-discrimination, respect for diversity, and an inclusive workplace culture.
 - Safeguarding the privacy and personal information of employees, customers, and business partners.
- **Ethical Business Conduct:**
 - Maintaining transparency and integrity in all business dealings.
 - Implementing robust measures to prevent corruption, bribery, fraud, or any unethical activities.
 - Avoiding conflicts of interest in all business transactions.
- **Environmental Responsibility:**
 - Reducing environmental impact by enhancing resource efficiency, minimizing waste, and supporting climate action initiatives.
- **Whistleblowing Mechanism:**
 - Establishing a secure and anonymous whistleblowing system to report unethical conduct.
- **Monitoring and Reporting:**
 - Regularly evaluating compliance with these standards and providing supporting documentation upon request.
- **Supply Chain Responsibility:**
 - Ensuring that all suppliers and subcontractors comply with these standards through diligent monitoring and verification.

The Supplier acknowledges that any significant violation of these standards may lead to the termination of this contract by **Zeno**, without affecting any other rights or remedies available to **Zeno**.

Place, Date: _____
Name, Title: _____
Company: _____