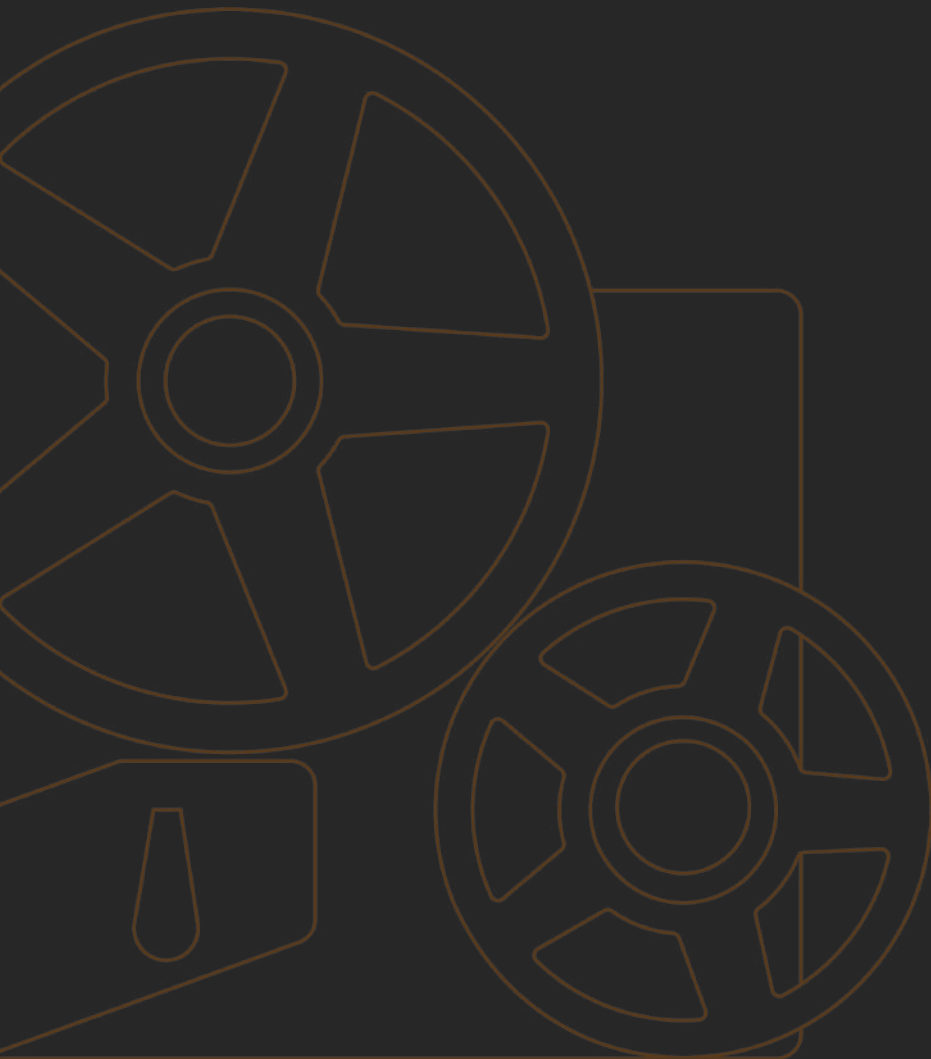


# Code of Conduct



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## 1. Why a Code of Conduct?

At Evolabel, we believe in conducting business with quality, respect, and responsibility. We comply with applicable laws and regulations in all markets where we operate and expect the same from those who work with us. This Code of Conduct sets the foundation for how we work, treat each other, and collaborate with our partners worldwide. It ensures that we uphold our values and meet legal, ethical, and environmental standards.

This document applies to all employees, managers, board of directors and other persons working on behalf of or under the supervision of Evolabel, such as consultants or partners.

By following this Code, we create a fair, safe, and innovative work environment—driving Evolabel forward.

## 2. A Message from Our CEO

*At Evolabel, our success is built on innovation, continuous improvement, and creating a great place to work. We value trust, integrity, and respect—for our employees, customers, partners, and communities worldwide. Our core values of Have Fun, Respect, and Teamwork guide how we collaborate and grow together every day.*

*This Code of Conduct is more than just a set of rules; it reflects these values and our strong commitment to ethical business practices. By embracing this Code, we foster a safe, fair, and inclusive environment where creativity and responsibility go hand in hand.*

*I am proud that Evolabel holds itself to the highest standards of responsibility and sustainability. I encourage everyone to live these principles daily, helping us build a stronger, more innovative company with integrity and respect at its heart.*

*Together, we move Evolabel forward—responsibly, ethically, and with a spirit of having fun along the way.*



### 3. Our Culture & Values – The Evolabel Way

At Evolabel, we are more than just a workplace—we are a team that thrives on innovation, collaboration, and respect. Innovation is at the core of everything we do—pushing us to continuously develop our products, improve our business, and challenge the status quo.

Our values define how we work and interact with each other:

- Respect – We listen, include, and treat each other as equals.
- Teamwork – When it's complex — we do it together.
- Have Fun – We create energy — through laughter, movement, and communication.

### 4. How We Work with Partners & Suppliers

We require our suppliers, contractors, and business partners to acknowledge and comply with this Code of Conduct. By working with Evolabel, they commit to upholding the same standards regarding human rights, labor conditions, environmental responsibility, and business integrity.

### 5. Respecting Human Rights & Fair Working Conditions

At Evolabel, we are committed to treating everyone with dignity, fairness, and respect. We promote safe and healthy workplaces, support the freedom of association, and uphold human rights in everything we do—both within our company and throughout our global partnerships.

Health and safety are fundamental priorities at Evolabel. We are committed to preventing work-related injuries and ill health and to continuously improving our work environment.

We have zero tolerance for:

- Child labour – We do not employ or support child labour in any form.
- Forced labour & human trafficking – No one should work against their will or under coercion.
- Discrimination & harassment – We are committed to a diverse and inclusive workplace, free from discrimination based on gender, race, religion, disability, or any other status.
- Unfair wages & working conditions – We comply with labor laws and ensure fair wages, reasonable working hours, and safe conditions.

### 6. Sustainability – Our Commitment to a Greener Future

We are committed to conducting our business in an environmentally responsible manner that aligns with the principles of sustainable development. We aim to minimize our climate impact, protect natural resources, and contribute to a healthier planet for current and future generations.

We take responsibility for our environmental impact and strive to minimize our footprint by:

- Using resources efficiently and reducing waste.
- Ensuring responsible sourcing of materials.
- Applying precautionary principles to avoid environmental harm.

We encourage our partners and suppliers to adopt sustainable practices that align with these principles.

## 7. Business Integrity – Doing the Right Thing

Honesty and transparency are at the heart of our business. We comply with all applicable laws, regulations, trade controls, and sanctions relevant to our operations. We strictly prohibit:

- Bribery & corruption – We never offer, request, or accept improper payments.
- Conflicts of interest – Personal interests must never compromise business decisions.
- Unfair competition – We compete based on quality, service, and innovation, never through illegal or dishonest practices.
- Violation of trade sanctions or export regulations – We comply with applicable international laws and regulations governing trade.

## 8. Protecting Personal Data, Confidential Information & Intellectual Property

We respect and protect sensitive information, including:

- Personal data – We process personal data responsibly and in accordance with applicable data protection laws, including GDPR.
- Confidential Information – We protect company confidential information from unauthorized disclosure as well as confidential information from third parties that has been entrusted to us.
- Intellectual property – We safeguard company innovations and trade secrets and we do not make use of third party intellectual property without authorization.

All employees and partners must maintain confidentiality and act responsibly when handling sensitive information.

## 9. Whistleblowing & Reporting Concerns

We encourage an open and honest workplace where concerns can be raised without fear of retaliation. We encourage employees and business partners to raise concerns, ask questions, and speak up if something does not feel right. If you witness unethical behavior, violations of this Code, or unsafe practices, report them through:

- Your manager or HR representative.
- Our anonymous whistleblowing channel. You'll find Evolabels whistleblowing channel in Hailey HR and at our [homepage](#).

Retaliation against anyone reporting a concern in good faith is strictly prohibited. All reports are handled with discretion and investigated fairly.

## 10. Living by This Code – Roles & Responsibilities

This Code of Conduct is not just words—it's a commitment that we all share.

- Employees – Must understand and follow this Code in their daily work.
- Managers – Act as role models and ensure compliance within their teams.
- Persons working on behalf of or under the supervision of Evolabel, such as consultants or partners – Expected to uphold these principles when working with Evolabel.

Violations of this Code may lead to disciplinary actions, termination of employment, or termination of business relationships.

## 11. Final Words

By upholding this Code of Conduct, we protect Evolabel's reputation, ensure a fair and ethical work environment, and continue to drive innovation forward. Together, we build a company that we are proud to be a part of.

## 12. Governance & Review

This Code of Conduct is approved by Evolabel's management and reviewed annually to ensure it remains relevant, effective, and aligned with legal and business requirements.



## Evolabel Code of Conduct

*Questions or concerns? We're here to help.*

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