

SUPPLIER CODE OF CONDUCT

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1. INTRODUCTION

Board International and its subsidiaries (hereinafter also referred to as "**Board**" or the "**Company**") is committed to the high standards of integrity and social responsibility and it expects that all its suppliers engaged in providing products and services to Board ("**Suppliers**") to have, or to make, a similar commitment.

The Board Supplier Code of Conduct ("**Code**") describes Board's expectations of how its Suppliers conduct business. Board expects Suppliers to act in accordance with the Code, and at a minimum requires that all Suppliers comply with applicable laws and regulations within the geographies where they operate and be open and cooperative with the regulators enforcing such laws.

In instances where expectations outlined in the Code differ from local laws, Suppliers must follow these expectations within the bounds of applicable local laws.

2. FOCUS AREAS

2.1 Ethics and integrity

Board is committed to the highest ethical standards and compliance with all applicable laws, rules, and regulations. In particular, Board requires Suppliers to adhere to the following standards:

2.1.1 Anti bribery

The Supplier shall ensure that applicable anti-corruption laws are strictly followed. The Supplier refuses to accept or retain business through bribery. The Supplier shall not offer, promise, grant or authorize, directly or indirectly, the giving of money or anything of value to anyone in order to unduly influence the recipient in the performance of his or her professional duties or in order to obtain or retain an improper business advantage.

2.1.2 Conflict of interest

The Supplier will inform Board of any situations in which personal interests, or the interests of family members, may affect the supplier's ability to make business decisions that are in the best interests of the Company.

2.1.3 Competition

The supplier follows applicable competition law. Employees of the supplier does not engage in discussions with competitors regarding market allocation, information exchange, production and sales quotas, or bid rigging. Vendors must compete fairly and in line with relevant anti-trust laws in the market place.

2.1.4 Trade Compliance

The supplier complies with relevant export controls and sanctions laws, including United Nations sanctions and applicable sanctions under the laws of the European Union, United Kingdom and the United States. Employees of the supplier never attempt to circumvent applicable trade sanctions.

2.2 Data privacy and security

Board required its suppliers to protect the privacy of individuals and the security of confidential assets and information.

The supplier guarantees that information received from Board is handled in a secure and confidential manner according to applicable confidentiality commitments and laws.

The supplier complies with applicable laws on the processing of personal data and shall inform Board, writing an email to privacy@board.com, in the event of a personal data breach concerning personal data shared by the Company.

2.3 Human Rights

The supplier respects internationally recognized human rights. The supplier will avoid causing or contributing to adverse human rights impacts through its own activities and address such impacts when they occur. The supplier will seek to prevent or mitigate adverse human rights impacts that are directly linked to its operations, products or services by their business relationships, even if they have not contributed to those impacts. Board expects every Supplier to play a constructive role in helping to promote respect for human rights through their actions.

2.4 Labour standards

2.4.1 Equal opportunity and anti-discrimination

The supplier guarantees that all employees are treated with dignity and respect. Discrimination or harassment based on race, ethnicity, gender, physical disability, sexual orientation, religion, or any other characteristic protected by applicable law is not tolerated by the supplier.

2.4.2 Working conditions

The supplier guarantees that a healthy and safe work environment is provided for its employees. Abuse (whether physical or verbal) and unlawful harassment are strictly prohibited.

2.4.3 Forced labour, child labour and young workers

The supplier does not, directly or indirectly, make use of any work or service which is extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

The supplier does not employ persons who are below the minimum age for employment, i.e., the age of completion of compulsory schooling or 15 years old, whichever is higher.

The supplier recognizes and honor the rights of young workers between the ages 15-18 to be protected from economic exploitation and from performing any work that is likely to be hazardous or harmful to the child's physical and mental health and personal development.

2.5 Environmental sustainability and impact

The supplier complies with all applicable environmental laws, regulations and standards, recognizing that environmental sustainability is an important factor in long term business success. The supplier guarantees that it systematically works to address any environmental issues and that the supplier uses resources in an environmentally responsible way.

The operation of the supplier is conducted with the aim to have the least possible negative impact on the environment. This may include but is not limited to, looking for opportunities to reduce energy, greenhouse gas emissions and waste, and considering the environmental impact of business decisions.

3. IMPLEMENTATION

The supplier is expected to adhere to this Board Supplier Code of Conduct and ensure that any sub-contractors to the supplier equally adheres to this Supplier Code of Conduct.

The supplier ensures that all its employees that work with Board are aware about this Supplier Code of Conduct.

4. MONITORING AND ENFORCEMENT

Suppliers may acknowledge the above principles or demonstrate their commitment through compliance with the code. Board reserves the right to terminate any relationship in the event of non-compliance with the international principles, failure to correct violations or demonstration of patterns of non-compliance with these standards. If you have concerns about unlawful or improper conduct, please contact codeethics@board.com.

5. REPORTING CONCERNS

If the supplier becomes aware of any violations of this Supplier Code of Conduct, the supplier should inform emailing to codeethics@board.com without undue delay. Following a violation, the supplier will be given the opportunity to remedy any such violations with proposed corrective actions. If the supplier after that continues to violate this Supplier Code of Conduct, Board has the right to take legal actions and terminate the supplier agreement.

If the supplier becomes aware of any sub-supplier's violation of this Supplier Code of Conduct the supplier ensures to notify the company at codeethics@board.com without undue delay.

6. AMENDMENTS TO THE CODE

This Code was approved by a resolution of the Board of Directors on April 13, 2022.

Any amendments/updates are subject to the approval of the Board of Directors.

Board shall ensure that the Supplier Code of Conduct is disseminated delivering it directly to the Stakeholders. Board reserves the right to update or change the Code requirements and any subsequent amendments and integrations must be made known to the same subjects and, at the same time, copies of the Code must always be available in the Company's Office.

In particular, for the purpose of making the Supplier Code of Conduct operational, Board:

- guarantees the timely dissemination of the Code and its subsequent updates and amendments among the Recipients;
- provides that any person who report infringements of the Code are not subjected to any form of retaliation;
- carries out periodic checks for the purpose of ascertaining compliance with the provisions of the Code.