



Supplier Code of Conduct

EXPLORE



Introduction

Scandit is committed to conducting business in a way that supports and respects people, communities, and the environment. We seek our suppliers to share these values – fostering ethical, inclusive, and sustainable practices across their operations.

This Supplier Code of Conduct (“Code”) is applicable to you as a Scandit Supplier and to all personnel employed by or engaged to provide services to you (either “Supplier” or “you”), regardless of where you are doing business. We expect that you will comply with all laws and regulations applicable to your business and with this Code.

If you have a compliance question, concern or comment, always speak up. Our team will be happy to answer your questions or concerns any time.

Contact: procurement@scandit.com

We can make the difference, together!

Scandit is committed to sustainability in all its business activities and aims to apply the highest ethical standards.

Our suppliers are key enablers of our sustainable growth and contributors to our company’s long-term success.

To ensure mutual alignment, we require you to acknowledge and adhere to the standards and principles outlined in this document.

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1. Compliance with Antitrust and Competition Laws

You are expected to conduct business in full compliance with all applicable antitrust and competition laws. You shall not engage in the anti-competitive behaviour, such as price-fixing, market allocation, or bid-rigging. You shall not enter into any agreement, whether formal or informal, that restricts fair competition.

2. Improper Payments and Money Laundering

You shall not engage in any form of bribery, corruption, extortion, or money laundering. You shall not offer, give, or accept anything of value to improperly influence business decisions. This includes payments to government officials, charitable donations made with improper intent, or facilitation payments intended to expedite routine government actions. You are expected to implement appropriate controls and due diligence to prevent money laundering activities.

3. Business Courtesies

The offering of gifts, entertainment, or hospitality is generally discouraged. In cases where such courtesies are extended, they must be reasonable, infrequent, and never intended to influence a business decision. Under no circumstances should they create an expectation of a deal taking place. All exchanges must comply with applicable laws, remain of nominal value, and avoid any perception of obligation or favoritism. Additionally, records of all business courtesies provided must be maintained.

4. Financial Integrity

You are expected to maintain accurate and transparent financial records. Any form of fraudulent reporting, misrepresentation, or manipulation of financial data is strictly prohibited. Financial transactions should be properly recorded and supported by appropriate documentation. You are expected to adhere to applicable accounting principles and cooperate fully with audits and financial reviews conducted by us.

5. Intellectual Property and Confidentiality

You are expected to protect Scandit's confidential information and intellectual property (IP). Unauthorized use, disclosure, or reproduction of such information is strictly prohibited. You are expected to implement appropriate safeguards to prevent unauthorized access to Scandit data. Any proprietary information obtained through business dealings must be returned or destroyed upon request.

6. Data Privacy and Security

You are responsible for protecting the privacy and security of all personal data you process or access on behalf of Scandit, in accordance with applicable data protection and privacy laws (e.g., GDPR, CCPA) and Scandit's privacy policies. You shall implement and maintain appropriate technical and organizational security measures to prevent unauthorized access, use, disclosure, alteration, or destruction of such data. You must promptly notify Scandit of any actual or suspected data breach or security incident. You shall also ensure that any third parties you engage who may have access to Scandit's data adhere to equivalent data protection and security standards.

7. Insider Trading Laws

You shall not engage in insider trading or share material, non-public information obtained through your business dealings with us. Information such as financial results, upcoming mergers, or product developments must not be disclosed to unauthorized parties or used for personal gain. You shall ensure that your employees are aware of and comply with these obligations.

8. Trade Compliance Laws and Regulations

You are expected to comply with all applicable export control, sanctions, and trade regulations. You shall not engage in transactions with restricted entities or individuals. Compliance programs should be in place to prevent violations of international trade laws, including restrictions on certain technologies, software, or data transfers. Any suspected violations should be reported immediately.

9. Conflict of Interest

You must disclose any actual or potential conflicts of interest in business dealings with Scandit, including personal or financial relationships that could improperly influence decision-making. Your employees should not have personal financial interests in Scandit's competitors, vendors, or partners without prior disclosure. Any conflicts shall be managed appropriately to ensure transparency.

10. Contracting and Business Relationships

You are expected to enter into business agreements in good faith and honor all contractual obligations. Any form of fraudulent, misleading, or deceptive practices is strictly prohibited. Contracts shall be reviewed carefully, and you shall ensure they have the authority to enter into agreements. Changes to contract terms must be documented and approved in writing.

11. Employment Relationships and Human Rights of Workers

You must uphold human rights and provide fair wages, benefits, and working conditions. Forced labour, child labour, discrimination, harassment, and retaliation are strictly prohibited. You are expected to adhere to all applicable labour laws, including those related to working hours, overtime compensation, and freedom of association. Workers must be provided with safe and respectful working environments.

12. Environment, Health, and Safety

You must comply with all applicable environmental, health, and safety laws in each country and jurisdiction where you operate or conduct business. You are expected to implement measures to minimize environmental impact and ensure a safe and healthy workplace. This includes waste reduction, pollution prevention, and resource conservation. You are expected to conduct regular safety training, provide protective equipment, and take appropriate actions to mitigate risks in the workplace.

13. Duty to Cooperate and Report Violations

You are expected to fully cooperate with any audits or investigations conducted by Scandit. Any violations of this Code must be reported promptly through the [designated reporting channel](#). Retaliation against individuals who report concerns in good faith is strictly prohibited. You should establish internal mechanisms to encourage ethical reporting and address concerns efficiently.

14. Enforcement and Consequences of Non-Compliances

Non-compliance with this Code may result in corrective action, termination of business relationships, and potential legal consequences. Scandit reserves the right to take appropriate enforcement measures, including legal action where necessary. You may be required to demonstrate compliance with this Code through self-assessments, certifications, or on-site inspections.

Acknowledgement

By conducting business with Scandit, you acknowledge your commitment to this Code. We expect you to uphold the highest ethical and legal standards in your business practices.

About Scandit

Scandit Smart Data Capture gives superpowers to workers, customers and businesses by enabling smart devices to interact with physical items by capturing data from barcodes, text, IDs and objects to automate end-to-end processes and provide actionable insights.

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