

Policy:		<b>Supplier Code of Conduct</b>	
Cognition World Policies – Version Control:			
Version	Author	Date	Change / Update
1.0	TDM	Q2 2025	

## 1- Introduction

Cognition World is committed to conducting its business in an ethical and responsible manner. We expect all our suppliers and contractors to adhere to the principles outlined in this Code of Conduct. This document sets forth the minimum standards of business conduct that we expect from our suppliers.

## 2- Purpose

The purpose of this Supplier Code of Conduct is to ensure that all suppliers and contractors understand and comply with our expectations regarding labour practices, sustainability, ethics, and anti-corruption. We are committed to preventing modern slavery and human trafficking in our supply chain.

## 3- Expectations from our suppliers & contractors

### 3.1 Labor Practices

1. **Forced Labor:** Suppliers must not use forced, prison, bonded, indentured, slave, trafficked, or compulsory labour in any form.
2. **Child Labour:** Suppliers must not employ children in any form of work that is likely to be hazardous or interfere with their education.
3. **Working Conditions:** Suppliers must provide a safe, healthy, and sanitary working environment.
4. **Freedom of Association:** Suppliers must respect the right of workers to form and join trade unions and bargain collectively.
5. **Discrimination:** Suppliers must not discriminate in hiring, compensation, training, advancement, or promotion based on race, gender, age, religion, disability, or other personal characteristics.

### 3.2 Sustainability and Environmental Issues

1. **Environmental Responsibility:** Suppliers must comply with all applicable environmental laws and regulations.
2. **Sustainable Practices:** Suppliers are encouraged to adopt sustainable practices in their operations.

### 3.3 Ethics and Anti-Corruption

1. **Compliance with Laws:** Suppliers must comply with all applicable laws and regulations.
2. **Anti-Corruption:** Suppliers must not engage in bribery, corruption, or other unethical practices.

3. **Gifts and Entertainment:** Suppliers must not offer gifts or entertainment that could be perceived as influencing business decisions.

### 3.4 Data Security and Privacy

1. **Data Protection:** Suppliers must protect personal data and maintain confidentiality in accordance with applicable laws.

### 3.5 Actions and Accountability

1. **Compliance Monitoring:** Suppliers must allow Cognition World to conduct audits to ensure compliance with this Code.
2. **Non-Compliance:** Failure to comply with this Code may result in termination of the business relationship.
3. **Training and Communication:** Suppliers are expected to communicate this Code to their employees and subcontractors.

#### 4- Visibility

This Supplier Code of Conduct will be placed on our website for all suppliers and contractors to view at [www.cognition.world](http://www.cognition.world).

#### 5- Reviews and Update

We shall periodically review and update the code to reflect changes in laws, industry standards, and company values.