



SUPPLIER CODE OF CONDUCT

June 2026

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1. INTRODUCTION

At Cassava Technologies Limited and its subsidiaries (collectively, “Cassava”), sustainability means taking responsible action today to secure a better future — advancing economic, environmental, and social progress. As a value-driven organisation, Cassava is dedicated to managing risks and leveraging opportunities to benefit all stakeholders. This Supplier Code of Conduct (“Code”) outlines the principles and minimum standards expected from all our suppliers when engaging with Cassava. It aligns with globally recognised frameworks such as the IFC Performance Standards, the UN Sustainable Development Goals (SDGs), and the International Labour Organization (ILO) Core Conventions. Furthermore, it reinforces our commitment to ethical business practices, respect for human rights, fair labour conditions, environmental responsibility, and a zero-tolerance approach to bribery and corruption. To support this, Cassava has implemented robust monitoring and compliance processes to ensure that suppliers consistently uphold the highest standards of ethical conduct, sustainability, and operational excellence across the value chain.

2. PURPOSE

The purpose of this Code is to define the ethical, social, and environmental standards expected of all suppliers who engage with the Cassava. It serves as a foundation for responsible business practices and ensures that all suppliers operate in a manner consistent with Cassava’s values of integrity, fairness, accountability, and sustainability. The key aims of the Code are to:

- Protect the environment through responsible and sustainable operations.
- Ensure respect for human rights and fair labour practices.
- Promote ethical business conduct, accountability, and transparency across the supply chain.

By adhering to this Code, suppliers demonstrate their commitment to ethical conduct and help Cassava maintain trust, compliance, and sustainability across its global operations.

3. SCOPE

This Code applies to all suppliers that provide goods or services to Cassava. By accepting a purchase order or entering a contractual relationship with Cassava, suppliers acknowledge and agree to comply with this Code and to extend these principles throughout their own supply chains, including subcontractors and their suppliers. Where contractual, legal, or statutory obligations impose higher standards beyond provisions of this Code, the more stringent requirements shall apply.

Cassava expects full compliance to this Code with the highest standards of integrity, responsibility, and sustainability from all its suppliers.

4. OUR PRINCIPLES AND EXPECTATIONS

Cassava's operating principles are anchored in ethical, responsible, and sustainable business operations across the organisation. These principles are underpinned by robust environmental, social, and governance (ESG) standards and establish clear expectations for all suppliers conducting business with Cassava. The requirements that follow set out how these principles are applied in practice and must be adhered to by all suppliers as a condition of doing business with Cassava.

4.1. PROTECT OUR ENVIRONMENT

Cassava is committed to environmental stewardship and expects all suppliers to operate in full compliance with applicable environmental laws, regulations, and international standards. This includes actively monitoring environmental impacts and implementing initiatives to reduce their overall footprint across operations.

All Cassava suppliers must:

- **Obtain and maintain all required environmental permits and licenses** to ensure compliance with all applicable statutory requirements.
- **Reduce, Recycle and Reuse** energy and water consumption and minimise production waste.
- **Prevent** pollution by implementing applicable measures to prevent harmful release of pollutants to air, water and land.
- **Manage** hazardous materials safely and responsibly, ensuring that all hazardous and non-hazardous waste is disposed of in accordance with 'Good International Industry Practice' and where applicable using licensed contractors. Furthermore, must measure, manage, and progressively reduce energy and water consumption while minimising waste and overall environmental impact.

4.2. LABOUR AND HUMAN RIGHTS

Cassava is committed to upholding human rights and fair labour practices and affirms its own commitments to ensuring freely chosen employment, the prohibition of child labour, and the promotion of equality and dignity in the workplace.

All Cassava suppliers must:

- **Not engage in or support any form of forced, bonded, or involuntary labour.** All employment must be freely chosen, employing any human resource without their freewill is strictly prohibited.
- **Not employ individuals below the country-specific minimum age** as defined by applicable national law or international standards — whichever is higher. Suppliers are expected to maintain robust age verification procedures and comply fully with both local legislation, UN

and ILO standards along with its applicable conventions to prevent child labour and protect young workers.

- **Provide a workplace free from discrimination, harassment, or inhumane treatment.** Abuse, coercion, or any form of physical or psychological harm to humans and animals are strictly prohibited.
- **Comply with applicable labour laws on wages, working hours, health and safety, and working conditions.** This includes but not limited to implementation of effective measures to identify, eliminate, and control occupational health and safety hazards across all levels of risk, from routine workplace exposures to potentially life-threatening conditions.
- **Respect freedom of association for its employees,** where permitted by law to organise and bargain collectively.
- **Maintain effective grievance mechanisms without fear of retaliation** and enable employees including all other relevant stakeholders to raise concerns or report misconduct, unethical behaviour, and health, safety, or environmental issues in a confidential manner.

4.3. CONDUCT BUSINESS ETHICALLY AND RESPONSIBLY

Cassava is committed to upholding the highest standards of integrity, transparency, and accountability across all its operations.

All Cassava suppliers must:

- **Comply with all applicable laws and regulations** and legislative requirements in every country where they operate.
- **Prevent bribery and corruption** by not offering, giving, or accepting bribes, gifts, or improper payments to gain business advantage. Cassava has zero-tolerance approach to any form of unethical behaviour, including bribery, facilitation payments, kickbacks, or fraudulent activities.
- **Avoid conflicts of interest** by disclosing any relationships or interests that could influence business decisions or could compromise objectivity or create reputational risk.
- **Protect data and confidentiality** by handling Cassava's information securely and in compliance with data protection laws. Suppliers must further handle Cassava's proprietary and personal information securely and only disclose it when legally required or authorised.
- **Promote fair competition** by avoiding collusion, price-fixing, or anti-competitive behaviour.
- **Support community development** through deliberate engagement and initiatives that promote social and economic growth in local communities where Cassava operates.

5. INFORMATION SECURITY, BUSINESS CONTINUITY AND RISK MANAGEMENT

Cassava is committed to upholding robust standards of information security, business continuity, and risk management in alignment with applicable laws, international standards (including but not limited to ISO/IEC 27001, ISO 31000 / 22301). These standards shall be complemented by risk management and business continuity practices aligned, ensuring a structured, integrated, and proactive approach to managing risk and organisational resilience), and its internal policies and processes. Cassava expects all its suppliers to implement effective controls to safeguard Cassava's data, systems, and operations from unauthorised access, disruption, or compromise.

Accordingly, all Cassava suppliers must:

- **Establish, implement, and maintain an Information Security Management System** with appropriate policies, procedures, and controls to ensure the confidentiality, integrity, availability and privacy of Cassava's of information assets.
- **Align with ISO/IEC 27001 (or equivalent standards) and promote information security awareness among all relevant stakeholders**, including employees, subcontractors, and service providers.
- **Implement comprehensive processes to identify, assess, and mitigate information and cybersecurity risks** across their operations, and maintain, regularly test, and continuously improve business continuity and disaster recovery plans to ensure operational resilience, data protection, and timely restoration of critical services.
- **Promptly notify Cassava of any actual or suspected security incidents**, data breaches, or events that may impact information security, data protection, or business continuity, including material changes in risk profile, control failures, or disruptions that could affect the delivery of products or services to Cassava.
- **Conduct periodic testing, internal reviews, and continuous improvement** of risk management and business continuity capabilities, including corrective actions following incidents and disruptions.

All suppliers engaging with Cassava must extend these commitments to their own employees, subcontractors, and third parties involved in the provision of services and/or products to Cassava.

6. MONITORING AND COMPLIANCE

Cassava is committed to ensuring that all its suppliers operate in accordance with the principles outlined in this Code and comply with applicable laws, regulations, and contractual obligations. To uphold integrity and accountability across the supply chain, Cassava has established clear monitoring and compliance mechanisms, accordingly all Cassava suppliers must:

- **Maintain transparency and accountability** in all its operations, providing accurate and complete information when requested by Cassava.
- **Provide evidence of compliance** such as valid permits, certifications, audit reports, training records and other documentation when requested by Cassava or relevant authorities.
- **Cooperate and participate fully with Cassava's audits, assessments, and reviews**, whether conducted internally or by appointed third parties.
- **Implement corrective actions promptly** when non-compliance or deficiencies are identified, ensuring continuous improvement and alignment with Cassava's standards.
- **Report any suspected violations** of this Code or applicable laws through Cassava's designated reporting channels, maintaining confidentiality and protection against retaliation.

Cassava reserves the right to conduct periodic audits and compliance reviews to verify adherence to this Code, these reviews may comprise but not limited to site inspections and interview of workers. Failure to comply may result in corrective measures, suspension, or termination of the business relationship.

All suppliers wishing or currently conducting business with Cassava also warrant to share this commitment with their own employees, suppliers and subcontractors involved in the provision of Services and / or Products to Cassava, and to request adherence thereto.

7. RAISING OR REPORTING A CONCERN

While suppliers are required to provide for its employees to raise reasonable workplace concerns anonymously and without fear of retribution. Accordingly, Cassava encourages open communication and transparency. Suppliers and its employees are encouraged to report any suspected violations of this Code or unethical conduct through the following channels:

- **Email:** Cassava@tip-offs.com
- **Direct:** Ethics@cassava.tech
- **Confidential Hotline:** +27 31 571 5307 (available 24/7)
- **Website:** <https://www.tip-offs.com>

All reports will be handled **confidentially, fairly, and without retaliation**.

8. SUPPLIER ACCEPTANCE

I / We the undersigned authorised representative of the supplier, hereby certify on behalf of itself and its subsidiaries that the supplier and its subsidiaries accept and complies with this Code.

Full Company Name:	_____
Company Registration Number:	_____
Authorised Representative's Name:	_____
Designation:	_____
Signature:	_____
Date:	_____
Place:	_____