

# Ceva Group Business Ethics & Principles For Business Partners

Title: Ceva Group business ethics & principles for business partners	DOCUMENT REVISION #	DOCUMENT REVISION DATE	EFFECTIVE DATE
By: Ethics and Compliance Department	2	September, 2022	October 14 <sup>th</sup> , 2022





## Overview

Ceva Santé Animale, S. A. and its direct and indirect majority-owned or controlled affiliates and subsidiaries ("Ceva Group"), is committed to conducting its business in an honest and ethical manner and expects the same of all third parties acting on behalf of Ceva Group including but not limited to agents, distributors, consultants, service providers (collectively, "Business Partners").

Ceva Group works to comply with all applicable legal requirements, and its Business Partners must do likewise. To help Business Partners understand Ceva Group's commitment to integrity and the standards of business conduct, Ceva Group has prepared this Ceva Group Business Ethics & Principles For Business Partners (hereinafter the "Business Partners Principles") that summarizes the values set out in Ceva Group's Code of Ethics and Business Conduct.

Ceva Group Business Partners are expected to both comply with their contractual and/or business obligations to Ceva Group and to adhere to standards of ethics and business conduct consistent with those Business Partners Principles.

These standards cannot address every conceivable situation. The fact that an issue is not specifically addressed herein does not relieve Business Partners of their obligation to maintain the highest ethical standards under any and all circumstances.

Agreement to these requirements by a Business Partner does not constitute a commitment to any level of business with Ceva Group.

### 1. Comply with Anti-Corruption Laws

Business Partners must comply with all applicable anti-corruption laws, rules and regulations.

In particular, no one acting on Ceva Group's behalf may offer, promise, give, authorize giving, request, agree to receive, or accept any advantage or anything of value to or from outside parties, either personally or for any other person or entity, in order to improperly influence a decision.

Special care must be taken when dealing with Government Officials, as most countries have laws that restrict gifts, hospitality or other expenditures that benefit Government Officials. The term "Government Officials" should be read broadly and includes not only individuals acting on behalf of governments (such as elected officials, customs officials, tax officials, etc.), but also:

- individuals acting on behalf of government-owned or government-controlled enterprises (such as doctors and staff of public hospitals and universities, etc.),
- individuals acting for political parties or as or on behalf of candidates for public office, and
- individuals acting on behalf of public international organizations (such as the World Bank or OECD, etc.).

In addition, no person who both holds an ownership interest, position, or title in the Business Partner and is also a Government Official, will use his/her position as a Government Official to influence the award of business or regulatory approvals or any special concession to or for the benefit of Ceva Group. Any such person will recuse himself/herself from any government decision relating to Ceva Group or its business.



## **2. Comply with Anti-Money Laundering laws**

Business Partners must comply with all applicable anti-money laundering laws. Ceva Group takes necessary steps in order to conduct business with reputable business partners involved in legitimate business activities, with funds derived from legitimate sources.

## **3. Maintain Financial Integrity in Books and Records**

Business Partners must maintain complete and accurate books and records of accounts relating to work performed for Ceva Group.

The use of false documents is prohibited, as is the making of inadequate, ambiguous or deceptive bookkeeping entries and any other accounting procedure, technique or device that could hide or otherwise disguise the nature of the transaction at issue.

## **4. Comply with Applicable Trade Embargo Laws and Sanctions**

Business Partners must comply with all applicable trade embargo laws and sanctions. Neither Business Partner or any officer, employee, director or ultimate beneficial owner of the Business Partner nor any person or entity acting under the control or direction of the Business Partner is identified on any list of sanctioned parties maintained pursuant to any economic or financial sanction regulation, trade embargo or export control law or regulation implemented, administered or enforced by any sanction authority.

## **5. Compete fairly**

Business Partners must not seek a competitive advantage for Ceva Group through fraud, concealment, misrepresentation of material facts, or illegal means and must respect antitrust and other laws governing competition.

## **6. Treat employees with respect and dignity**

### **6.1. Ensure respect for internationally recognized human rights**

Ceva Group is committed to respecting the internationally recognized principles of human rights defined in the United Nations' Universal Declaration of Human Rights, the guiding principles of the United Nations, and the primary conventions of the International Labor Organization (ILO).

Ceva expects its Business Partners to respect those rights in all aspects of labor relations, which are without being limited :

- Freedom of association and the effective recognition of the right to collective bargaining
- The elimination of all forms of forced or compulsory labor
- The effective abolition of child labor
- The elimination of discrimination in respect of employment and occupation

### **6.2. Provide a safe and healthy environment**

Business Partners are expected to provide a safe and healthy environment for all their employees and, as a minimum, comply with all applicable health and safety laws, regulations, and standards.



## **7. Comply with Applicable Environmental Laws**

Ceva Group complies with the letter and spirit of environmental laws and regulations and respects the environment in each country where it operates. We expect our Business Partners to comply with all relevant environmental laws and regulations as well as all requirements for environmental licenses and permits.

### **VIOLATIONS OF PRINCIPLES FOR BUSINESS PARTNERS**

Failure to comply with this Business Partners Principles and/or with applicable laws and regulations may result in termination as a Ceva Group Business Partner.

If you are aware of a violation or potential violation of any of these principles, please notify Ceva Group's Ethics and Compliance Department by filling out the Alert Form available on the Ceva's website (<https://www.ceva.com/alert-system/>) or writing to the following email address: [reportingcompliance@ceva.com](mailto:reportingcompliance@ceva.com)