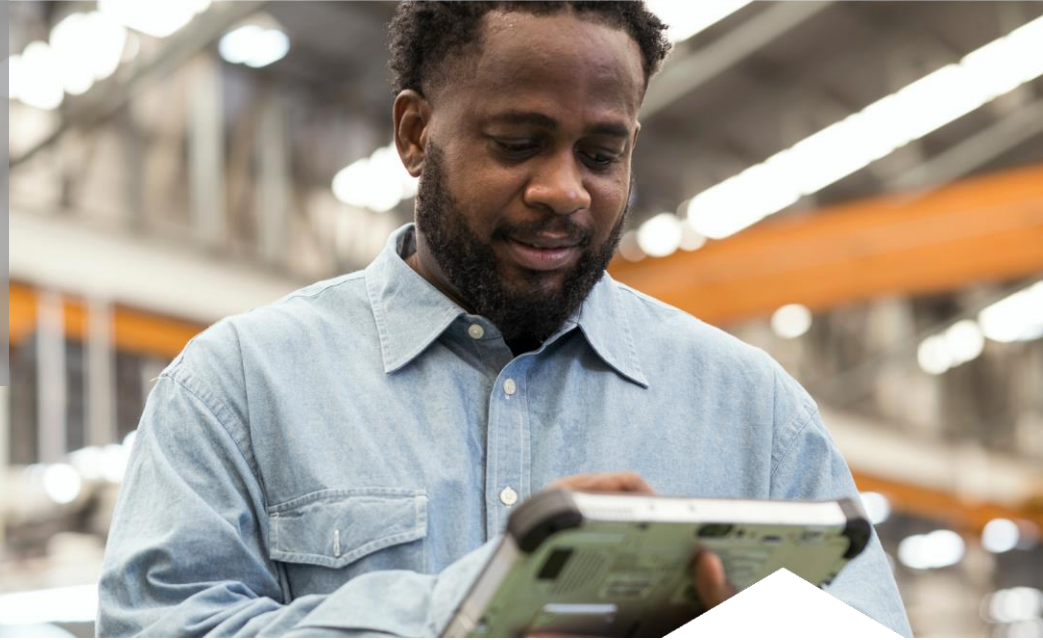




ENTRUST



Entrust Supplier Code of Ethics

Entrust Corporation (“Entrust”) conducts business legally, fairly, and free from undue influence, and holds its suppliers to the same high ethical standards. Entrust’s Supplier Code of Ethics (“Supplier Code”) is based on principles set forth by the **Responsible Business Alliance**. The principles reflected in this Supplier Code establish the minimum standards that must be met by any Supplier that sells goods or services to Entrust.

Labor Practices

Supplier treats all of its workers (including temporary, migrant, student, and contract worker) with dignity and respect.

Anti-Trafficking and Anti-Forced Labor: All labor is voluntary. Supplier does not permit forced, bonded, or indentured labor, slavery, child labor, or human trafficking of persons. Any incident involving actual or suspected violations of trafficking or slavery are investigated and reported immediately.

Working Hours: Working hours do not exceed the maximum set by applicable laws, regulations, or agreements. Overtime is voluntary and in accordance with applicable legal requirements.

Wages and Benefits: Compensation paid to workers complies with applicable laws, regulations, or agreements, including those relating to minimum wages, overtime hours, and legally mandated benefits.

Non-Discrimination and Non-Harassment: Workplaces are free of harassment and unlawful discrimination. Supplier does not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status, or any other characteristic protected by law. Supplier does not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice.



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Freedom of Association: In conformance with applicable laws and regulations, Supplier respects the rights of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respects the right of workers to refrain from such activities. Workers and/or their representatives are able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

Responsible Mineral Sourcing: Supplier exercises due diligence over its supply chain regarding the source and chain of custody of any tantalum, tin, tungsten, or gold used in the products it manufactures to reasonably ensure they are sourced in accordance with applicable government regulations and recognized global labor standards.

Health and Safety

Supplier has policies or practices in place to minimize the incidence of work-related injury and illness and to maintain a safe and healthy work environment.

Occupational Health and Safety: Supplier has adequate systems and processes in place to prevent or limit exposure to health and safety hazards in accordance with applicable laws, regulations, and standards.

Hazardous Substances: Supplier ensures the safe handling, movement, storage, use, recycling or reuse, and disposal of any chemicals, waste, or other materials posing a hazard to humans or the environment used in its operations.

Environment

Supplier has identified its environmental impact and is actively working to minimize any adverse effects on its community, the environment, and the natural resources within its operations.

Pollution Prevention and Resource Reduction: Supplier seeks to minimize or eliminate its carbon emissions, discharge of pollutants, and generation of waste through reuse, conservation, recycling, modification of production, maintenance and facility processes, materials substitution, or other means, where possible.

Materials Restrictions: Supplier adheres to all applicable laws, regulations, and agreements regarding the prohibition or restriction of specific substances in products and manufacturing, including appropriate disclosure and labeling for recycling and disposal.

Energy Consumption and Greenhouse Gas Emissions: Supplier has established or will work to establish a company-wide greenhouse gas reduction initiative. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions should be tracked, documented, and reported against the greenhouse gas reduction goal. Supplier should look for methods to improve energy efficiency and to minimize its energy consumption and greenhouse gas emissions. Supplier shall provide this information to Entrust upon request to enable Entrust to calculate its own Scope 3 emissions.



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Ethics

Supplier holds itself to the highest standards of ethics including:

Compliance with Laws: Supplier maintains awareness of and compliance with applicable laws and regulations wherever it conducts business, including, but not limited to those laws and regulations that relate to the principles outlined in this Supplier Code.

Gifts and Entertainment: Supplier may not offer or provide gifts, entertainment, or other transfers of value to Entrust colleagues that violates applicable laws and regulations or creates or gives the appearance of undue influence. Under no circumstances, may a Supplier offer or provide gifts of cash or entertainment that may be considered inappropriate or indecent.

Anti-Bribery: Supplier prohibits any and all forms of bribery, corruption, extortion, and embezzlement. This includes compliance with Entrust's prohibition on paying, offering to pay, promising to pay, or authorizing the payment of money or anything of value, directly or indirectly, to any government official or customer to secure an improper business advantage.

Anti-Counterfeit: Supplier must implement and maintain an appropriate strategy to ensure that its deliverables to Entrust are not counterfeit. If Supplier becomes aware of or suspects that it has furnished counterfeit products, Supplier must promptly notify Entrust. Supplier also agrees to participate in due diligence activities conducted by Entrust to ensure its suppliers are not involved in the production or distribution of counterfeit goods.

Conflicts of Interest: Supplier must take appropriate steps to ensure that neither the Supplier nor any of its agents are placed in a position where there is or may be an actual conflict, or a potential conflict, between the financial or personal interests of the Supplier and the duties owed to Entrust. The Supplier will promptly notify Entrust should any such conflict of interest arise.

Data Privacy: Supplier processes all confidential, proprietary, and personal data provided to it by Entrust with appropriate and adequate security measures, and ensures this information is only used in accordance with applicable laws, regulations, and Supplier's agreements with Entrust.

Fair Competition: Supplier abides by applicable laws and regulations relating to fair competition and agrees not to access or misuse confidential, proprietary information belonging to third parties in order to secure business on Entrust's behalf.

Trade Compliance: Supplier is expected to ensure its business practices are in accordance with all applicable laws, rules, and regulations of its country of operation and any other jurisdiction governing exports of any product or service provided by or through the Supplier that is or may be applicable to the activities in connection to the duties and obligations owed to Entrust. Neither Supplier nor any of its affiliates, officers, directors, or employees is a Denied Party and Supplier is distinct from, and not an agent of any Denied Party.



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Reporting

Supplier has processes in place, including an effective reporting mechanism, to assess its workers' understanding of and to obtain feedback on or information regarding violations of practices and conditions covered by this Supplier Code and to foster continuous improvement. Supplier provides its workers with a safe environment to provide feedback and report grievances without fear of reprisal or retaliation.

Supplier will report promptly and directly to Entrust by email to esg@entrust.com serious concerns of wrongdoing or danger in relation to business activities that could have a substantial impact on Entrust, such as actions that are unlawful, are not in line with this Supplier Code, or otherwise amount to serious improper conduct.

 Learn more at
[entrust.com](https://www.entrust.com)



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