



## **Identiv, Inc. Code of Conduct For Suppliers and Other Business Partners**

Identiv is dedicated to ensuring that its employees, customers, consultants, agents, partners and suppliers understand that we have a deep commitment to our social responsibilities, ethical conduct and environmental responsibility, when conducting business globally. Identiv's suppliers, consultants and partners are required to operate in accordance with the requirements and comply with the applicable laws and regulations within the US and internationally recognized standards and legal requirements. In addition, we require safe working environments, a fair and ethical workplace, and an environment of health, safety and well-being for employees.

This document codifies what we expect from our suppliers, consultants and partners.

- Conduct business in full compliance with all applicable laws and regulations
- Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in their dealings with Identiv
- Safeguard proprietary and confidential information disclosed by Identiv and physical property or personal data of Identiv and its employees and customers which is in their care or possession, and use any such information only for the business purpose for which it was provided
- Maintain accurate and complete business records
- Establish and maintain fair employment practices, including complying with laws that prohibit harassment, employment discrimination, human trafficking and child or forced labor
- Maintain a safe and healthful workplace for their employees free of illegal drugs or controlled substances
- Protect the health, safety and welfare of those who may be affected by their activities by complying with all applicable environmental and health and safety laws, regulations and directives
- Not give or receive business gifts unless of nominal value and permitted by law, regulation and the rules and standards of the recipient's organization, and never in cash (or cash equivalent such as a prepaid credit or debit card)
- Provide meals and entertainment to customers and others only if permitted by applicable laws and regulations, and, to the extent legally permissible, in a manner that is reasonable and customary, never lavish or inappropriate
- Never pay or accept bribes, kickbacks or other improper payments of money or anything of value or make facilitation payments to speed up the performance of a function or activity to which the Business Partner is legally entitled (for example, the release of



goods held in customs at a port, the issuance of permits or licenses or the provision of utilities such as electricity) even in locations where such activities may not violate local law

- Act with honesty and integrity and in compliance with all applicable laws and regulations in doing business with government officials in any country, including personnel employed by government-controlled or state-owned enterprises
- Not engage in anti-competitive behavior such as price-fixing, bid-rigging and other forms of illegal collusion by businesses
- Obtain Identiv's written approval before using Identiv's name or logo in any advertising, marketing materials or other publicity
- Not use material, non-publicly disclosed information obtained in the course of their business relationships with Identiv as a basis for trading or enabling others to trade in securities
- Co-operate with Identiv by providing information and certifications upon request
- Use reasonable efforts to promote among their business partners adherence to this Code of Conduct, and exercise due diligence to prevent and detect corruption in all business arrangements
- Provide their employees with avenues for raising legal or ethical concerns without fear of retaliation

If a supplier, consultant or partner enters into an agreement with Identiv that contains additional or more stringent terms and conditions, those terms and conditions shall prevail.

Identiv has the right to make inquiries regarding its suppliers' adherence to the codes within this policy, if warranted, violations will be investigated and outcomes could jeopardize a supplier's business relationship with Identiv.