



## BigID Business Partner & Supplier Standards

BigID Inc., inclusive of its group companies and subsidiaries (collectively, “BigID”, “we”, or “us”), is a leader in data security, privacy, compliance, and governance, enabling organizations to proactively discover, manage, protect, and get more value from their data in a single platform for data visibility and control.

BigID is committed to conducting business ethically and responsibly. The terms and standards of this policy (“Standards”) detail the expectations BigID has for third-parties conducting business with or on behalf of BigID, including but not limited to business partners, suppliers, service providers, resellers, distributors, suppliers, vendors, contractors, and consultants (collectively “Partners”), to ensure its Partners act in an ethical, lawful, courteous, and responsible manner.

BigID operates throughout the world and is subject to different laws, customs, and practices, and we depend on our Partners to act in accordance with BigID’s ethical and compliance expectations. These Standards set forth the minimum commitments that BigID expects from its Partners. They are not intended to reduce, replace, or limit any other legal or contractual obligations you have with BigID. Failure to comply with these Standards may result in consequences, up to and including termination of business with BigID. BigID periodically reviews and updates these Standards, and we encourage you to review this page regularly for the most recent version.

### Ethical Conduct; Business Integrity

- Honest and Fair Practices:
  - Partners must conduct business with honesty, integrity, and transparency.
  - Partners must avoid actual or perceived conflicts of interest.
  - Partners must disclose all potential conflicts related to BigID’s operations to a BigID business contact as soon as the issue becomes known. Partners must not offer, provide, or solicit gifts or entertainment that may compromise the judgment or independence of a BigID employee or representative.
  
- Competition:
  - Partners must engage in fair competition.
  - Partners must conduct business in full compliance with all applicable fair competition and antitrust laws.
  - When selling to public sector entities, Partners must support fair and open competition by complying with all applicable laws and regulations related to government procurement, tenders, and bids.
  - Partners must not conspire with other BigID Partners, including but not limited to bid rigging, placing orders prior to tender finalization, price fixing, and other forms of collusion.

## Legal Compliance

- Applicable Law:
  - Partners must understand and comply with all applicable laws, regulations, and legal agreements, including those related to labor, employment, competition, immigration, health, safety, trade, anti-corruption, anti-bribery, and the environment.
  - Partners must maintain and comply with licenses and permits required by applicable law.
  
- Anti-Bribery/Corruption:
  - BigID has zero tolerance for any form of bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.
  - Partners must comply with all applicable global anti-corruption and anti-bribery laws, including the United States Foreign Corrupt Practices Act.
  - Partners must not offer gifts, meals, or entertainment to BigID or other third parties in order to improperly obtain or retain business or a business advantage.
  - Bribes and kickbacks to obtain or retain BigID business are strictly prohibited.
  
- Export:
  - Partners must comply with all U.S. and any other applicable export laws and regulations governing the export or re-export of all BigID products or services.
  - The export, re-export, release, transfer, or sale of any BigID products or services into sanctioned or embargoed countries (as determined by the United States Government) is strictly prohibited. Partners may not export, re-export, release, transfer, or sell BigID products or services to any person or entity that is a national or resident of a sanctioned or embargoed country or that is on the U.S. Department of Treasury's List of Specially Designated Nationals or the U.S. Department of Commerce's Denied Persons and Entity Lists.

## Labor Standards; Positive Work Environment

- Human Rights:
  - Partners must respect and uphold internationally recognized human rights.
  - Forced labor, child labor, modern slavery, and human trafficking are strictly prohibited.
  - Partners must have appropriate systems and controls in place to proactively manage the risk of human rights violations and monitor their business and supply chains.
  
- Fair Employment; Positive Workplace:
  - Partners must provide fair wages and benefits that meet or exceed applicable legal requirements.
  - Discrimination based on race, color, religion, gender, sexual orientation, age, national origin, disability, or any other protected characteristic is strictly prohibited.
  - Partners must provide equal opportunities for all employees and create a workplace where everyone feels valued and respected.

- Partners must provide a safe and healthy working environment for their employees.
- Partners must comply with all applicable occupational health and safety laws and regulations.

## **Data Protection; Security**

- Data Privacy:
  - Partners must comply with all applicable data privacy laws and regulations.
- Data Security:
  - Partners must implement and maintain appropriate data security measures to protect against unauthorized access, use, or disclosure of confidential information and personal data.
  - Partners must promptly notify BigID of any data breaches or security incidents.
- Data Processing Agreements:
  - Partners must enter into a data processing agreement with BigID when required by applicable law or recommended due to the nature of services performed.
- Confidentiality; Proper Use:
  - Partners must only use information technology and software that has been lawfully acquired and licensed.
  - BigID's proprietary and/or confidential information is vital to the company's competitive position and must be handled responsibly and securely.
  - Partners must only use BigID and its Partners' confidential information for lawful and permitted purposes.

## **Environmental Responsibility**

- Environmental Laws:
  - Partners must comply with all applicable environmental laws and regulations.
- Sustainability:
  - BigID encourages Partners to adopt sustainable business practices, including reducing their environmental footprint, conserving resources, and minimizing waste where practical and possible.
  - BigID requests its Partners endeavor to minimize adverse effects on their communities, environments, and natural resources while safeguarding the health and safety of the public.

## **Cooperation**

- Record Keeping:
  - Partners must maintain accurate and complete records of business activities relating to services provided to or on behalf of BigID.

- BigID reserves the right to request information and records from its Partners to ensure compliance with these Standards.
- Cooperation:
  - Partners must cooperate fully with any requests for information or investigations conducted by or on behalf of BigID and/or by applicable governmental authorities.
  - Partners must assess and understand legal and compliance risks, including those relating to industry, geography, and workforce, to better understand what is needed to uphold and promote these Standards.
  - Partners must model and promote the values these Standards represent within their respective organizations and to others working with BigID.
  - Partners must educate their employees and agents on specific policies and procedures needed to uphold these Standards.
  - Partners must monitor their operations for compliance with these Standards and all other legal and contractual obligations Partners have to BigID.

## **Reporting**

Partners must promptly report any actual or suspected violations of applicable law or these Standards to their appropriate BigID contact. If a Partner wishes to remain anonymous in reporting an actual or suspected violation of applicable law or these Standards, please submit the report via [bigid.ethicspoint.com](https://bigid.ethicspoint.com). BigID will investigate all reported violations and take appropriate action. In addition, Partners should provide a mechanism for its employees or representatives to report concerns without fear of retaliation.