



Sustainable Procurement Policy

Public

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1. Purpose

At Nexthink, we are committed to not only enabling potential today but also preserving it for tomorrow. We recognize that our choices carry a broader responsibility — to our clients, our people, our environment, and our communities. Technology shapes the future, and so do the resources we choose. This is why we are dedicated to developing procurement practices that drive positive environmental and social impact.

2. Scope

This policy applies to all Nexthink suppliers, vendors, and third-party partners globally, as well as all employees involved in procurement activities.

3. Supplier Minimum Requirements

Suppliers are responsible for ensuring that their operations and supply chains comply with the following requirements:

- Compliance with all applicable laws and regulations in the jurisdictions in which they operate
- Adherence to internationally recognized standards on human rights, labor practices, and business ethics
- Maintenance of effective measures to prevent bribery, corruption, and fraud
- Compliance with Nexthink’s Business Partner Code of Conduct, which is a condition of doing business with Nexthink
- Implementation of appropriate environmental management practices, including efforts to reduce environmental impact

Suppliers are expected to maintain adequate documentation and evidence demonstrating compliance with these requirements. Nexthink reserves the right to request information, certifications, or supporting documentation to assess supplier compliance.

Where non-compliance is identified, suppliers may be required to implement corrective action plans within defined timelines. Nexthink reserves the right to suspend or terminate relationships in cases of material or persistent non-compliance.

4. Supplier Sustainability Expectations

Through this policy, Nexthink commits to making its sourcing practices more sustainable. In support of this commitment, suppliers are expected to:

Environmental

- Operate in compliance with environmental laws and regulations
- Manage environmental impacts, including energy use, emissions, and resource consumption
- Demonstrate, where feasible, continuous improvement in environmental performance

Social & Ethical

- Respect human rights and ensure fair labor practices across their operations and supply chains
- Provide safe and healthy working conditions
- Conduct business in an ethical and transparent manner

5. Policy Implementation

Nexthink implements this policy through its sourcing, contracting, and supplier management activities. Sustainability considerations are integrated into supplier selection, contracting, and ongoing supplier management processes, with the level of assessment applied proportionate to supplier risk, spend, and criticality.

Supplier sustainability due diligence may be conducted through a combination of self-assessments, documentation reviews, and engagement activities.

Nexthink seeks to work collaboratively with suppliers to address risks, drive improvements, and support alignment with this policy.

Sustainability and compliance requirements may be incorporated into contractual agreements, and Nexthink may engage suppliers through corrective action plans where gaps are identified. Detailed procedures, guidance, and tools supporting the application of this policy may be maintained separately and updated as needed.

Governance

- The Procurement function oversees the implementation of this policy
- This policy is reviewed and updated regularly to reflect evolving regulations, risks, and best practices
- The Procurement function continuously improves sustainable sourcing processes and ensures alignment with Nexthink's broader sustainability principles

We recognize that sustainable procurement is an evolving process, and we are committed to continuously refining our practices to minimize our environmental impact and advance our sustainability goals. Nexthink is committed to building awareness and capability by providing training on sustainable procurement practices to procurement team members and other interested employees.

For a more detailed overview of our ethical and environmental principles, please refer to our [Business Partner Code of Conduct](#).