



Confluent, Inc. and its Affiliates Supplier Code of Conduct

Welcome to the Confluent Supplier Registration Portal:

By registering your company (“Supplier”) through this portal as an active supplier of Confluent, Inc. and its Affiliates (collectively, “Confluent”), Supplier agrees to the principles and terms of this Supplier Code of Conduct.

Introduction:

At Confluent, we value ethical business practices and strive to maintain strong relationships with our suppliers. This Supplier Code of Conduct outlines the principles that suppliers must adhere to when conducting business with us. By complying with these principles, suppliers demonstrate their commitment to maintaining the highest standards of integrity, responsibility, and sustainability.

1. Conflicts of Interest:

Suppliers must avoid any conflicts of interest that could compromise their ability to act in the best interests of Confluent. This includes situations where personal relationships, financial interests, or other affiliations could influence decision-making or compromise the fair and transparent treatment of Confluent.

- a. Suppliers should promptly disclose any potential conflicts of interest that may arise during their relationship with Confluent.
- b. Suppliers should not engage in any activity that may create a real or perceived conflict of interest, including accepting gifts, favors, or benefits that could compromise their impartiality.

2. Environmental, Health, and Safety Law:

Suppliers must comply with all applicable environmental, health, and safety laws and regulations. They are expected to minimize the environmental impact of their operations, promote workplace safety, and protect the health and well-being of their employees.

- a. Suppliers should operate in an environmentally responsible manner, striving to conserve natural resources, minimize waste generation, and reduce pollution.
- b. Suppliers should maintain safe working conditions, providing employees with necessary training, protective equipment, and resources to ensure their well-being.

c. Suppliers should comply with all applicable environmental, health, and safety regulations, permits, and licenses.

3. Anti-Corruption:

Suppliers must uphold a zero-tolerance policy towards corruption, bribery, and unethical business practices. They should conduct their operations with honesty, transparency, and integrity, adhering to all applicable anti-corruption laws and regulations.

a. Suppliers should not offer, promise, or provide any form of bribe, kickback, or improper payment to any individual, including Confluent's employees or representatives.

b. Suppliers should accurately record and report all financial transactions, ensuring transparency and accountability in their business practices.

c. Suppliers should implement robust internal controls to prevent and detect any form of corruption or bribery within their organization.

4. Confidentiality:

Suppliers must respect the confidentiality of any proprietary or confidential information shared by Confluent. They should ensure that appropriate safeguards are in place to protect such information from unauthorized access, use, or disclosure.

a. Suppliers should only use confidential information provided by Confluent for the purposes specified and authorized by the agreement or contract between the parties.

b. Suppliers should implement measures to safeguard confidential information, including physical, technical, and organizational security controls.

c. Suppliers should not disclose confidential information to any third party without prior written consent from Confluent, except where required by applicable laws or regulations.

5. Data Privacy:

Suppliers must handle personal data and sensitive information in compliance with applicable data protection laws. They should ensure the security and confidentiality of personal data collected, processed, or stored during the course of their business activities.



- a. Suppliers should obtain and process personal data only for the purposes specified and with appropriate consent.
- b. Suppliers should implement adequate technical and organizational measures to protect personal data from unauthorized access, loss, or disclosure.
- c. Suppliers should comply with applicable data privacy laws and regulations, including providing individuals with rights to access, rectify, and delete their personal data.

Conclusion:

By adhering to this Supplier Code of Conduct, suppliers contribute to the mutual success of our business relationship and demonstrate their commitment to responsible and ethical business practices. Confluent reserves the right to assess suppliers' compliance with these principles and take appropriate actions, including termination of the supplier relationship, in case of non-compliance.

Suppliers are encouraged to report any suspected or confirmed breach of this Supplier Code of Conduct by emailing ethics@confluent.io or procurement@confluent.io.