



December 10, 2025

**Subject:** Reaffirming our shared commitment to Human Rights and Anti-Corruption Standards

Dear Vendor,

As we observe Human Rights Day and International Anti-Corruption Day this December, Foundever would like to take this opportunity to reaffirm our commitment to ethical business practices and responsible sourcing across our global supply chain.

We deeply value our relationship with you and appreciate your ongoing support in upholding the principles outlined in our [Vendor Code of Conduct](#), [Human Rights Statement](#) and [Anti-Bribery and Corruption Policy](#). These documents reflect our dedication to:

- Respecting and promoting human rights in all business operations
- Preventing forced labor, child labor, and discrimination
- Ensuring fair wages, safe working conditions, and freedom of association
- Maintaining zero tolerance for bribery, corruption, and unethical conduct

We kindly ask that you review these policies and ensure they are fully understood and implemented within your organization and any subcontractors with which you may engage. You can access the latest versions of these documents on our [Vendor Portal](#) or by contacting your Foundever representative.

If you see or experience something that violates our human rights principles, you have a safe and confidential way to report it:

**Use EthicsPoint**, our global reporting platform:

- Available 24/7
- Accessible online at [www.foundever.ethicspoint.com](http://www.foundever.ethicspoint.com)
- You can report anonymously if you choose
- All reports are handled with care and confidentiality

Together, we can continue to build a supply chain rooted in integrity, transparency, and respect for human dignity.

**Call to action:** I invite, in this [video](#), to join us on this journey. Ask questions and share ideas by sending an email to [sustainability@foundever](mailto:sustainability@foundever). Hold us accountable and report any incidents through EthicsPoint.

Thank you for being part of a company that believes in doing what's right. Let's continue to lead with respect, act with integrity and champion human rights—every day.

Warm regards,

*Iñaki Cebollero*

Iñaki Cebollero  
Chief People Officer  
Foundever