

## **Supplier Diversity and Ethical Conduct Policy**

**Updated October 1, 2025**

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### **1. Purpose**

Akeyless Security Ltd. (the “**Company**”) is committed to conducting business with integrity, fairness, and mutual respect in all interactions with its suppliers, vendors, and partners.

This Supplier Diversity and Ethical Conduct Policy (“**Policy**”) defines the Company’s guiding principles for maintaining responsible, transparent, and inclusive supplier relationships. It reflects Akeyless’s dual commitment, both to how we conduct ourselves when working with suppliers and to what we expect from suppliers when working with us.

The Company values diversity and inclusion, not only within its workforce but throughout its supply chain. We are dedicated to treating all suppliers fairly and respectfully, while expecting them to uphold similar ethical, social, and professional standards in return.

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### **2. Scope**

This Policy applies to all Company employees, contractors, and representatives involved in the selection, evaluation, and management of suppliers, vendors, consultants, and other third-party service providers.

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### **3. Our Commitment**

Akeyless is committed to:

- Fair and equitable treatment of all suppliers, regardless of size, ownership, or demographic characteristics.
- Respecting diversity by fostering an inclusive supply chain that values gender, cultural, and social differences.
- Transparency and accountability in all procurement and contracting processes.
- Ethical business conduct in compliance with applicable laws, regulations, and the Company’s Code of Business Conduct and Ethical Policy.

- Responsible partnership, ensuring mutual respect and trust with every supplier relationship.

The Company does not tolerate discrimination, harassment, or bias in supplier relations and expects all employees to uphold these standards when engaging with external partners.

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#### **4. Supplier Expectations**

Suppliers working with Akeyless are expected to:

- Conduct business ethically and in compliance with applicable laws.
  - Treat their employees and stakeholders fairly, promoting human rights and equal opportunity.
  - Respect principles of diversity, inclusion, and non-discrimination.
  - Comply with anti-corruption, labor, and environmental standards.
  - Avoid conflicts of interest and disclose any potential risks.
  - Support transparent communication and collaboration with Akeyless.
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#### **5. Employee Responsibilities**

Employees must ensure that supplier selection and management are based solely on objective business criteria such as quality, reliability, cost-effectiveness, and compliance with Akeyless's ethical standards. Any suspected unethical behavior, conflict of interest, or unfair treatment of suppliers must be reported promptly to the Compliance Officer or CFO.

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#### **6. Monitoring and Enforcement**

Akeyless reserves the right to review or audit suppliers to ensure compliance with this Policy. Non-compliance may result in corrective action, including suspension or termination of business relationships.

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## 7. Continuous Improvement

The Company is dedicated to continuous improvement in its supplier diversity and ethical practices. Feedback and suggestions from employees and suppliers are welcome as part of our ongoing commitment to integrity, fairness, and inclusion.

### COMPANY CONTACT INFORMATION

Title	Name	E-mail address
Chief Financial Officer	Omer Cohen	<a href="mailto:Omer.c@akeyless.io">Omer.c@akeyless.io</a>
President	Shai Onn	<a href="mailto:shai@akeyless.io">shai@akeyless.io</a>