

# Code of Conduct



## 1. Introduction

Check Point Group are committed to conducting business in a responsible, ethical and sustainable manner. This Code of Conduct applies to:

- Employees and management
- Suppliers and business partners

We expect the same standards of integrity and responsibility throughout our value chain. Our principles are aligned with internationally recognized frameworks, including conventions of the International Labour Organization and responsible business conduct principles reflected in the OECD Guidelines for Multinational Enterprises. Where local law and this Code differ, the higher standard shall apply.

## 2. Human and Labour Rights

We respect internationally recognized human and labour rights.

### Child Labour

Child labour is not accepted. Minimum age requirements must comply with national law and international standards. If underage workers are identified, remediation must prioritize the child's best interest.

### Forced Labour

All work must be voluntary. Forced, bonded or involuntary prison labour is strictly prohibited. Workers shall not be required to surrender identity documents or pay recruitment deposits.

### Fair Working Conditions

Check Point Group support:

- Fair wages meeting at least legal minimum standards
- Reasonable working hours
- Overtime compensation according to law

### Health & Safety

A safe and healthy working environment must be provided, including:

- Preventive risk assessments
- Fire safety and emergency preparedness
- Access to clean water and sanitary facilities

### Respect & Non-Discrimination

Check Point Group promote dignity, respect and equal opportunity. Discrimination, harassment or abusive practices are not tolerated.

### Freedom of Association

Workers have the right to freedom of association and collective bargaining in accordance with applicable laws.

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### 3. Environmental Responsibility

Check Point Group are committed to minimizing environmental impact in our own operations and throughout our supply chain. We expect that:

- Applicable environmental laws are respected
- Energy use and emissions are monitored and reduced where possible
- Water use is managed responsibly
- Waste is minimized and recycled when feasible
- Chemicals and hazardous substances are handled safely

Suppliers are expected to maintain appropriate processes to manage environmental risks and continuously improve performance.

### 4. Business Ethics & Governance

We conduct business with integrity and expect the same from our partners.

#### Anti-Corruption

We have zero tolerance for bribery and corruption. Improper payments or unethical business advantages are prohibited.

#### Conflicts of Interest

Personal interests must not interfere with professional responsibilities.

#### Confidentiality

Confidential information must be protected and used only for legitimate business purposes.

#### Responsible Supply Chain

Suppliers are expected to:

- Communicate this Code to relevant sub-suppliers
- Provide transparency where reasonably requested
- Cooperate in corrective actions if gaps are identified

#### Implementation

Internally, management is responsible for implementing this Code through policies, training and oversight.

Suppliers confirm their commitment to this Code upon signing and agree to cooperate in improvement processes. Non-compliance may lead to corrective action requirements or reconsideration of the business relationship.

We believe in long-term partnerships built on trust, transparency and continuous improvement.

  
Johan Fälth CEO / 2026-01-01

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