

## SISA Supplier Code of Conduct and Binding Supply Chain Requirements

### Purpose

This document serves as a unified code of conduct for all SISA suppliers. It combines our Business Ethics Policy, Corporate Social Responsibility (CSR) initiatives, and Environmental Policy, outlining mandatory requirements that suppliers must follow. All Tier-1 suppliers are contractually obligated to pass on and enforce these standards throughout their own supply chains.

## 1. Legal and Ethical Compliance

### 1.1 Legal Compliance

- Adhere to all applicable national and international laws, including labor, trade, environmental, and anti-corruption laws.
- Conduct all interactions with authorities lawfully and respectfully.
- Maintain truthful, accurate financial records using recognized accounting standards.

### 1.2 Anti-Corruption and Fair Business Practices

- Zero tolerance for corruption, bribery, extortion, and money laundering.
- Comply with anti-corruption laws and uphold fair competition globally.
- Prohibit unethical behavior, including favoritism or conflicts of interest.

### 1.3 Product Integrity and Procurement

- Implement robust systems to prevent counterfeit materials and ensure lawful sales.
- Support responsible procurement and conflict-free sourcing initiatives.

## 2. Labor and Human Rights Standards

### 2.1 Child and Forced Labor

- Prohibit employment below the legal minimum age.
- Eliminate all forms of forced labor, trafficking, and modern slavery.

### 2.2 Fair Wages and Working Conditions

- Provide at least the legal minimum wage and appropriate benefits.
- Comply with labor laws on working hours and ensure safe, healthy conditions.

### 2.3 Non-Discrimination and Inclusion

- Ensure equal opportunities regardless of race, gender, age, disability, etc.
- Prohibit harassment and abuse; promote gender equality and inclusion.

**2.4 Rights and Freedoms**

- Respect rights of association and collective bargaining.
- Protect minority and indigenous rights, land, and heritage.

**3. Environmental Sustainability****3.1 Legal and Regulatory Compliance**

- Comply with environmental laws and adapt to regulatory changes.

**3.2 Environmental Performance Targets**

- Reduce GHG emissions and promote renewable energy.
- Improve energy and water efficiency; manage waste and chemicals responsibly.
- Protect biodiversity and ecosystems; manage land to prevent habitat loss.

**3.3 Continuous Improvement and Transparency**

- Maintain an Environmental Management System (EMS).
- Promote sustainability through innovation and employee engagement.
- Be transparent with environmental performance data and reports.

**4. Corporate Social Responsibility****4.1 Community and Employee Engagement**

- Ensure employee wellness and safe work conditions.
- Support community development (education, clean water projects).
- Promote diversity and ethical leadership.

**4.2 Governance and Accountability**

- Enforce ethical practices and anti-corruption controls.
- Align with stakeholder expectations and conduct external audits.

**5. Health and Safety Responsibility**

- It needs to be the policy of the supplier to ensure a safe, healthful workplace for all its employees. Injury and illness losses from incidents are costly and preventable.
- The supplier should employ an effective accident and illness prevention program that involves all its employees in the effort to eliminate workplace hazards.
- All relevant health and safety standards need to be respected as well as international guidelines about health and safety.

## 6. Supply Chain Obligations

### Binding Requirement for Tier-1 Suppliers

All Tier-1 suppliers must implement these standards within their operations and ensure all sub-suppliers (Tier-2 and beyond) comply with equivalent ethical, environmental, and social standards.

- Cascade policy requirements down the supply chain.
- Audit suppliers for compliance and address violations.

### Acknowledgment and Commitment

By entering into business with SISA, suppliers confirm their understanding and commitment to these standards. Violations may result in termination of the supplier relationship.