

Supplier Code of Conduct

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Introduction

At Silox, we are committed to integrate economic, societal and environmental sustainability in all our activities. We operate in full compliance with the Silox Way, the corporate social responsibility approach of the Group. We also require from our employees to act in accordance with the highest ethical and legal standards. With respect to Purchasing and Supply Chain Excellence, we are determined to work with suppliers who are engaged with the same principles of sustainability and ethical behaviors. To make our expectations clear, we have adopted this Supplier Code of Conduct which is fully aligned with the Silox Code of Conduct and with our Corporate Social Responsibility. We want to strengthen partnerships with our suppliers through transparency, collaboration, innovation and focus on excellence. We have hereto been inspired by international initiatives, such as the UN Global Compact and Responsible Care practices. We encourage our suppliers to adopt a similar approach within their supply management system.

Legal Compliance for Business Integrity

Suppliers comply with all applicable laws and regulations and conduct their business in an ethical manner. This includes but is not limited to the following:

- Suppliers do not engage in or tolerate any form of corruption, bribery, extortion or fraud. Suppliers shall not offer any gifts or other benefits to Silox employees that could improperly influence the Silox employee.
- Suppliers compete fairly in accordance with all applicable competition laws.
- Suppliers only make appropriate use of confidential information and ensure that all intellectual property rights are respected.

Respect for human rights

We want to work with suppliers that share the belief that respect for human rights is in the interest of everyone – individuals, companies and ultimately society as a whole.



We encourage suppliers to hold themselves to the highest standards in ensuring respect for human rights. This includes but is not limited to the following:

- Suppliers avoid any form of child labor. They shall not employ any worker under the age of 15 or, in those countries subject to developing country exception of the ILO Convention 138, under the age of 14. Suppliers allow no employees under the age of 18 to perform hazardous work.
- Suppliers avoid any form of forced or compulsory labor.
- Suppliers respect the personal dignity, privacy and rights of each individual employed. Suppliers ensure that their employees are not discriminated against or harassed in any way.
- Working hours comply with the applicable law. In the absence of applicable law, working hours should not exceed 60 hours per week, including overtime, with a minimum of one day of rest per week.
- Employee compensation meets at least the legal minimums including overtime and are in line with industry standards. Suppliers pay wages at regular intervals and inform employees about the method of its calculation. Suppliers make no disciplinary deductions from wages earned.
- Suppliers ensure that employees can freely communicate with their superiors concerning their working conditions. Subject to applicable law, employees are free to join any trade union of their choice.

Health and Safety Protection

Suppliers ensure in all their operations, products and services to protect the health of and minimize risks to the safety of all persons - employees, subcontractors and other individuals including users and the community. In the workplace in particular, suppliers ensure safe and healthy workplaces and working conditions. More specifically, suppliers provide to their employees:

- Appropriate personal protective equipment,
- Reasonable access to potable drinking water and sanitary facilities,
- Adequate lighting and ventilation,
- Fire safety, emergency preparedness and response for occupation injury and illness,
- Industrial hygiene,
- Machine safeguarding,
- Appropriate and the minimum legal standards in any canteen or dormitory facility.

Environment Protection

We expect all suppliers in all their operations, products and services to minimize the impact on the environment. This includes but is not limited to the following:



- Suppliers are responsible for managing, measuring and minimizing the environmental impact of their facilities and transportations, including reductions on emissions, waste, energy and water consumption.
- Suppliers shall comply with all local regulations or, in their absence, international standards. Suppliers are encouraged to carry out initiatives to favor the sustainable use of renewable resources.

Sustainability

Sustainability is an integral part of the Silox Group strategy. We expect our suppliers to implement the above principles in their own organization and to commit to a continuous improvement approach. We want to collaborate with our suppliers to assess compliance with these principles

