



# **SUPPLIER CODE OF CONDUCT**

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## **PREAMBLE**

Through its "Sustainable Procurement Charter, SIPH is committed to assisting its suppliers and all those involved in the purchasing process.

At the same time, suppliers commit to respect the principles guaranteeing sustainable procurement established by "SIPH Supplier Code of conduct", which defines a set of conditions allowing the company to buy goods and services that are socially responsible, economically viable and environmentally friendly.

Our Code's standards describe our expectations toward the supplier SIPH does business with, including subsidiaries and other people with whom it has work relationships (subcontractors) for all purchasing families.

By agreeing with this Code, the supplier must define and implement relevant and effective policies to ensure compliance with these conditions to be regularly assessed.

The code of conduct for suppliers is systematically integrated in the SIPH General terms and conditions of purchase goods and services.

Failure to comply with this Code of Conduct, depending on the severity, may result in requests for rectification or blacklisting the supplier.

## **THE SUPPLIER COMMITMENTS:**

### **1- Commit to good corporate GOVERNANCE, integrity, and respect for the law**

- Comply with local and international laws and regulations applicable to our business, including contractual duty.
- Respect rules of confidentiality established in a commercial transaction.
- Do not pay any compensation or commission to the buyers or SIPH staff, and do not accept any from their part.
- Comply with SIPH group 'Gift and Invitation' policy, respecting thresholds, and thus avoiding the risk of influencing contract awarding.

### **2- Ensure QUALITY of goods and services provided**

- Meet quality and safety standards required by SIPH, regulatory requirements and applicable laws.
- When possible or upon request, provide traceability of components and raw material all along the supply chain.

### **3- Meet SOCIAL standards in operations**

- Child labor is strictly prohibited. To comply with ILO convention C138 regarding Minimum Age for admission to employment, and convention C182 on the Worst Forms of Child Labour.
- Forced labour is forbidden.
- Create an inclusive work environment that helps avoiding any form of discrimination. All forms of harassment, including sexual harassment, bullying and violence or threat are prohibited.



### 3- Meet SOCIAL standards in operations (To be continued)

- Recognize the rights of workers to form Trade Unions or other associations and to bargain collectively unless otherwise.
- Provide fair wages and benefits that are in accordance with the laws and collective agreements.
- To comply with all ILO standards, national legal requirements and applicable international conventions on working time.
- Provide a safe and healthy workplace, and accommodation environment (if any), in accordance with national laws on health and safety and applicable international conventions.
- Prevent work related accidents and injuries, reducing to a minimum occupational hazards in the work environment.
- Promote Gender Equity, equal access to employment and women empowerment.

### 4- Respect the ENVIRONMENT

- Respect all laws and regulations in force, national and local standards for environment protection.
- Practice agricultural activities so as not to cause damage to the surrounding populations, and to the potential renewal of natural species.
- Avoid contaminating or polluting soil and water sources inside and around its facilities, and ensure the conservation of water resources.
- Manage agrochemical spraying in a professional and sustainable manner, and to refrain from using unapproved chemicals for commercial use or excluded as per SIPH specifications. Seek to gradually reduce the use of chemicals, and to limit its environmental impacts (water pollution, soil and air, Greenhouse Gas emissions).
- Commit to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers.
- Reduce, recover or reuse waste when possible, and eliminate them in accordance with local regulations, especially for chemical product packaging.
- Use fossil fuels and non-renewable resources in an effective and reasonable manner, and promote solutions for sustainable use of resources where possible.
- Comply with all applicable laws and relevant directives for the protection and dealing with animals.

### 5- Conduct operations in a way that honors its stakeholders

Respect the rights of Indigenous Peoples and their cultural heritage.

Use and supply goods and services locally whenever possible.

Prevent and treat adequately any activity impact on surrounding community's health and safety

Resolve all grievances and conflicts through an open, transparent and consultative process.

### 6- Respect and enforce the Code of Conduct

- To raise awareness among suppliers and subcontractors about this code and its meaning.
- Communicate the content of the code to the supplier's employees.
- Immediately inform SIPH about any issue contrary to the Code principles.
- When exposed, answer the questionnaire to assess compliance with this code.

**Bertrand VIGNES,**  
Chief Executive Officer

