

At SILIKO we consider sustainability to be an essential part in all our business operations. SILIKO is committed to a Code of Conduct which describes how we do business. SILIKO actively supports the ten principles covering human rights, labor, the environment and anti-corruption.

As part of our work to achieve a more sustainable world, SILIKO has implemented certain governing principles for our suppliers. These principles are based on the UN's Global Compact principles. The purpose of these principles is to ensure that we collaborate with suppliers who share our values regarding sustainability. We expect that our suppliers, as a minimum, follow our sustainability principles when conducting their own business. This is the starting point for entering into and maintaining a business relationship with SILIKO. These principles are included in this Supplier Sustainability Policy which applies to all suppliers providing materials, products and/or services to SILIKO Company.

Workers/employees are considered to be all people who are working for the supplier, whether directly employed, subcontracted or employed by other agency. SILIKO expects the supplier to monitor its own suppliers in order to ensure commitment to environmental and social responsibility.

#### **COMPLIANCE**

SILIKO has a process in place to follow-up compliance of suppliers' sustainability work. Suppliers may be asked to answer a self-assessment questionnaire regarding their social and environmental performance. SILIKO or a third party assigned by SILIKO reserves the right to conduct reviews and/or on-site audits of our suppliers to ensure compliance with this Supplier Sustainability Policy. Supplier agrees to cooperate in order to facilitate such reviews or audits.

#### **SUSTAINABLE PRINCIPLES FOR OUR SUPPLIERS**

The supplier shall comply with applicable legislative and regulatory requirements.

##### **Labor and Human Rights**

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labor. Employees under eighteen (18) years of age shall not carry out hazardous work.

The Supplier shall not engage in or support the use of any form of forced, compulsory or illegal labor. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work. As a minimum, statutory wages and benefits must be paid and applicable working hours/time legislation must be followed.

Employees shall have freedom of association, they are free to form and join, or not to join, trade unions and to bargain collectively. Privacy must be insured.

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.

##### **Health & Safety**

The suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented and necessary measures shall be taken to prevent accidents from reoccurring.

The suppliers shall ensure that all employees are provided with necessary instructions, training and personal protective equipment free of charge necessary for facilitating safe work methods.

##### **Anti-Corruption**

All forms of corruption and bribery are unacceptable. Supplier must support fair competition and anti-trust and work against corruption and bribery in all its forms, including but not limited to extortion, fraud, money laundering and facilitation payments.

##### **Environment**

The business must be run in such a way that serious discharges and emissions to the ground, water and air are systematically prevented. Suppliers shall work in a systematic, goal-oriented and proactive manner to support sustainable resources management, reducing the impact to air quality, water quality and reducing water consumption and insuring waste minimization.

Suppliers shall monitor and reduce greenhouse gas (GHG) emissions and improving energy efficiency through strategic planning and use of renewable energy sources and systems. They must take care of responsible chemical management by understanding the materials used for their products, using science-based approaches to assess, manage, and communicate potential hazards and risks to assure that products will be safe for their intended and anticipated use, as well as foreseeable misuse.