



Kreiss supplier

Code of Conduct

- PURPOSE
- BASIC PRINCIPLES
- COMPLIANCE WITH LAWS
- CORRUPTION AND BRIBERY
- ENVIRONMENT
- HUMAN RIGHTS
 - RESPECT AND DIVERSITY
 - OCCUPATIONAL HEALTH AND SAFETY
 - CHILD LABOUR
 - WORKING CONDITIONS
 - FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
 - FORCED LABOUR, HUMAN TRAFFICKING AND MODERN SLAVERY

Purpose

We believe it is very important for us and our suppliers act responsibly from an environmental, social and governance perspective and we all can take steps towards to more sustainable future.

Active involvement in Human Rights and Sustainability related questions will bring benefits to all – suppliers, customers and people.

Basic Principles

This document contains the company's core values such as integrity, reliability, honesty, commitment, loyalty, respect and professionalism.

The purpose of the code is to create business practices that are based on basic ethical principles and help to find answers to questions related to various ethical dilemmas.

The ethical principles and norms contained in the code are binding on employees in their attitude to work, in their mutual communication, as well as in their relations with business partners.

Compliance with laws

Suppliers shall comply with all applicable laws, regulations, and industry standards.

Corruption and bribery

Suppliers shall conduct business in an honest and ethical manner. Any forms of bribery or corruption are unethical and unacceptable.

Bribe must not be offered, promised, given, accepted, requested.

Environment

We care about Environment, the World where we live and work in. Suppliers must comply with all applicable laws and regulations relating to the environment and strive to reduce environmental impact from transportation through efficient use of resources, as well as put efforts on minimizing emissions and waste, and using resources efficiently.

Suppliers shall develop and implement environmental policy and nature friendly practices by reducing CO2 emissions throughout operations and value chain in Scope1, Scope 2, and Scope 3.

HUMAN RIGHTS

SIA Kreiss are committed to upholding the highest standards of human rights in all aspects of our operations. We recognize that respecting human rights is the foundation of our business and essential for promoting a sustainable and ethical work environment.

SIA Kreiss' objective is to promote and protect human rights across all aspects of our operations and throughout our supply chain. We believe that upholding human rights is not only a legal obligation but also a moral responsibility that contributes to the long-term success of our company.

We expect our suppliers and contractors to comply with the following human rights standards:

- Adherence to the core conventions of the International Labour Organization (ILO).
- Strict prohibition of human trafficking and forced labor.
- No additionally fee should be taken in hiring process from employy
- Commitment to non-discrimination and the fair treatment of all workers.
- Implementation of effective mechanisms for reporting and addressing human rights concerns.
- Providing safe and healthy working conditions, fair wages, and ethical recruitment practices.

Respect and Diversity

Suppliers treat people with different experiences with respect and recognize diversity as a company's potential.

Employees respect and treat any colleague equally, regardless of their position in the company.

Supplier management should ensure respect for the individuality of each person. There is no harassment and discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Occupational health and safety

Supplier shall ensure healthy and safe working conditions, in accordance with legislation and regulatory requirements in the field of occupational safety and protection.

Supplier shall accurately identify, describe and manage potential risks for employees and act accordingly by evaluating them to ensure the safest possible working environment conditions, reducing accidents, work-related illnesses and injuries.

Supplier shall develop and implement measures to improve the working conditions of employees.

Child labour

All actions to avoid child labour shall be implemented by taking child's best interests into account. KREISS requires that all suppliers and sub-suppliers comply with all relevant national and international laws, regulations and provisions applicable. Child labour is defined as work that "deprives children of their childhood, their potential and their dignity, and that is harmful to their physical or mental development including by interfering with their education. Specifically, it means types of work that are not permitted for children below the relevant minimum age". As such, it shall be considered as a human rights abuse.

Working conditions

Working conditions shall be provided safe and hygienic, taking into account the specifics of the industry and risks. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Employees shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

Freedom of Association and Collective Bargaining

Suppliers should respect employees' rights to form and join trade unions and engage in collective bargaining.

Forced labor, human trafficking and modern slavery

- All employees should be on a voluntary basis, we prohibit all forms of forced labor and human trafficking in our operations and supply chain.
- Every worker must have the freedom of movement and the right to leave their employment freely.
- Suppliers must not coerce employees into working overtime and must comply with all applicable laws regarding working hours and overtime.
- Suppliers must engage only legitimate and reputable recruitment agencies that are properly licensed and operate in accordance with applicable laws.
- Suppliers must not require employees to surrender original identification documents, travel documents, or any other personal legal documents upon commencement of employment.

Supplier compliance commitment

By signed this document, supplier assures that they business comply with the content of this document

Company

Name

Signature

Date