

# SUPPLIER CSR & SUSTAINABILITY REQUIREMENTS

## 1. Purpose

The Company is committed to conducting business in a socially responsible, ethical, environmentally sustainable, and legally compliant manner. These Supplier CSR & Sustainability Requirements define the minimum standards that all suppliers, subcontractors, and business partners (“Suppliers”) are expected to comply with throughout their operations and supply chains.

Suppliers shall comply with all applicable laws, regulations, international standards, and contractual obligations in the countries where they operate.

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## 2. Human Rights and Labor Standards

### 2.1 Child Labour and Young Workers

Suppliers shall prohibit all forms of child labour. No employee shall be younger than the legal minimum working age defined by applicable laws or international standards.

Young workers shall not perform hazardous work or work that may endanger their health, safety, or development.

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### 2.2 Wages and Benefits

Suppliers shall provide wages, overtime compensation, and benefits that comply with applicable laws, regulations, and collective agreements.

Compensation shall be paid regularly, transparently, and without unlawful deductions.

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### 2.3 Working Hours

Working hours, overtime, rest periods, and holidays shall comply with applicable legal requirements and industry standards.

Excessive working hours shall not be permitted.

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### 2.4 Modern Slavery and Human Trafficking

Suppliers shall prohibit all forms of:

- slavery,
- servitude,
- forced or compulsory labour,
- bonded labour,
- prison labour exploitation,
- human trafficking.

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Employment shall be voluntary, and employees shall be free to leave employment upon reasonable notice.

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## 2.5 Ethical Recruitment

Suppliers shall implement fair and ethical recruitment practices.

Employees shall not be required to pay recruitment fees, surrender identity documents, or accept coercive employment conditions.

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## 2.6 Freedom of Association and Collective Bargaining

Suppliers shall respect employees' rights to:

- freedom of association,
- joining trade unions,
- collective bargaining,

in accordance with applicable laws.

Employees shall not be subject to intimidation, discrimination, or retaliation for exercising these rights.

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## 2.7 Non-Discrimination and Harassment

Suppliers shall provide a workplace free from:

- discrimination,
- harassment,
- abuse,
- intimidation,
- inhumane treatment.

Employment decisions shall be based on qualifications, performance, and competence, regardless of race, gender, age, religion, nationality, disability, sexual orientation, political opinion, or other protected status.

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## 2.8 Women's Rights

Suppliers shall respect and support equal rights and opportunities for women, including equal treatment, fair compensation, maternity protection, and protection against harassment and violence.

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## 2.9 Diversity, Equity and Inclusion

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Suppliers are encouraged to promote diversity, equity, and inclusion throughout their workforce and business practices.

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## 2.10 Rights of Minorities and Indigenous People

Suppliers shall respect the rights, dignity, culture, and traditions of minorities and indigenous peoples in accordance with applicable laws and internationally recognized human rights principles.

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## 2.11 Land, Forest and Water Rights and Forced Eviction

Suppliers shall respect lawful land ownership, water rights, and forest resources and shall not participate in unlawful land acquisition or forced eviction practices.

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## 2.12 Use of Private or Public Security Forces

Where security services are used, Suppliers shall ensure that security personnel act lawfully, proportionately, and with respect for human rights.

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## 3. Health and Safety

Suppliers shall provide a safe and healthy working environment and comply with all applicable occupational health and safety laws and regulations.

This includes:

- hazard identification and risk assessment,
  - accident prevention,
  - employee training,
  - emergency preparedness,
  - provision of appropriate personal protective equipment (PPE),
  - machine safety,
  - workplace hygiene.
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## 4. Business Ethics

### 4.1 Anti-Corruption and Anti-Money Laundering

Suppliers shall maintain zero tolerance toward corruption, bribery, fraud, extortion, embezzlement, and money laundering.

No improper payments or advantages shall be offered or accepted.

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## 4.2 Data Protection and Information Security

Suppliers shall protect confidential information, personal data, and intellectual property from unauthorized access, misuse, or disclosure.

Applicable data protection laws, including GDPR where relevant, shall be respected.

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## 4.3 Financial Responsibility and Accurate Records

Suppliers shall maintain accurate, complete, and truthful business and financial records.

Falsification or manipulation of records is strictly prohibited.

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## 4.4 Disclosure of Information

Suppliers shall provide accurate and transparent information regarding their business operations, labor practices, environmental performance, and compliance status when reasonably requested.

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## 4.5 Fair Competition and Anti-Trust

Suppliers shall comply with all applicable competition and anti-trust laws and shall not engage in anti-competitive practices.

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## 4.6 Conflict of Interest

Suppliers shall avoid conflicts of interest that could improperly influence business decisions and shall disclose any actual or potential conflicts.

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## 4.7 Counterfeit Parts Prevention

Suppliers shall implement appropriate controls to prevent the use or distribution of counterfeit or unauthorized materials, components, or products.

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## 4.8 Intellectual Property

Suppliers shall respect intellectual property rights and protect confidential information, technical documentation, and proprietary technologies.

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## 4.9 Export Controls and Economic Sanctions

Suppliers shall comply with all applicable export control laws, customs regulations, and international sanctions.

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## 4.10 Reporting Concerns and Non-Retaliation

Suppliers shall provide mechanisms enabling employees and stakeholders to report concerns regarding illegal or unethical conduct without fear of retaliation.

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## 5. Environmental Sustainability

### 5.1 Greenhouse Gas Emissions

Suppliers are encouraged to monitor, reduce, and report greenhouse gas (GHG) emissions associated with their operations.

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### 5.2 Energy Efficiency

Suppliers shall promote energy efficiency and continuous reduction of energy consumption.

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### 5.3 Renewable Energy

Suppliers are encouraged to increase the use of renewable energy sources where technically and economically feasible.

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### 5.4 Decarbonization

Suppliers shall support initiatives aimed at reducing carbon emissions and improving environmental sustainability.

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### 5.5 Water Quality, Consumption and Management

Suppliers shall responsibly manage water use, minimize water consumption, and prevent water pollution.

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### 5.6 Air Quality

Suppliers shall monitor and minimize emissions affecting air quality and comply with applicable environmental regulations.

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### 5.7 Responsible Chemical Management

Suppliers shall ensure safe handling, storage, transport, use, and disposal of chemicals and hazardous substances.

Applicable legal requirements and customer restrictions regarding prohibited or restricted substances shall be followed.

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## 5.8 Sustainable Resource Management

Suppliers shall promote efficient and sustainable use of natural resources and raw materials.

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## 5.9 Waste Reduction

Suppliers shall minimize waste generation and implement waste reduction programs.

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## 5.10 Reuse and Recycling

Suppliers shall support reuse, recycling, and circular economy principles wherever feasible.

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## 5.11 Animal Welfare

Where applicable, Suppliers shall respect animal welfare standards and avoid unnecessary harm to animals.

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## 5.12 Biodiversity, Land Use and Deforestation

Suppliers shall minimize negative impacts on biodiversity, ecosystems, forests, and land use.

Illegal deforestation and environmentally harmful land conversion shall be prohibited.

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## 5.13 Soil Quality

Suppliers shall implement measures to prevent soil contamination and degradation.

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## 5.14 Noise Emissions

Suppliers shall monitor and minimize excessive noise emissions affecting employees, communities, and the environment.

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## 6. Supply Chain Responsibility

### 6.1 Flow-Down of Standards to Tier I Suppliers

Suppliers shall define, implement, and communicate equivalent CSR and sustainability standards to their own suppliers and subcontractors.

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### 6.2 Mandatory Supply Chain Requirements

Suppliers shall require their suppliers throughout the supply chain to comply with applicable legal, ethical, labor, human rights, environmental, and sustainability standards.

## 7. Implementation and Continuous Improvement:

The Company continuously monitors the effectiveness of its CSR and sustainability measures through internal reviews, supplier assessments, management evaluations, and corrective action processes.

Identified human rights, labor, ethical, and environmental risks are regularly reviewed and updated according to operational changes, legal requirements, customer expectations, and industry best practices.

The Company is committed to continuous improvement in:

- workplace safety,
  - environmental performance,
  - energy efficiency,
  - responsible sourcing,
  - employee well-being,
  - and supply chain sustainability.
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## 8. Compliance and Monitoring

The Company reserves the right to:

- request relevant documentation,
- conduct supplier assessments or audits,
- require corrective actions in case of non-compliance.

Failure to comply with these requirements may result in corrective measures or termination of the business relationship.

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## 9. Acknowledgment

By conducting business with the Company, the Supplier acknowledges and agrees to comply with these Supplier CSR & Sustainability Requirements.