

SUPPLIER
CODE OF CONDUCT

INTRODUCTION

OBJECTIVE

Sedamyl UK Ltd supports sustainable development principles and would like its suppliers to commit to adhere to these principles.

This Charter applies to Sedamyl UK Ltd and all legal entities whose direct or indirect shareholding of Sedamyl UK Ltd, is equal or exceeds 50%.

For the purpose of this Charter, "Supplier" means any legal entity that supplies goods or services to Sedamyl UK Ltd entity, including the Supplier's parent company, subsidiaries or other entities it controls.

SCOPE

The Sedamyl UK Supplier Social Responsibility Charter (hereinafter "the Charter") sets out the core principles Sedamyl UK Ltd intends to ask its suppliers to adopt and comply with in its commercial relationship with Sedamyl.

By signing the Charter, a Supplier agrees that all its activities shall meet equivalent provisions to those defined in this Charter.

CONTINUOUS IMPROVEMENT

Sedamyl UK Ltd acknowledges that the compliance with the principles and values set out in this Charter is an ongoing process and encourages suppliers to constantly improve their activities. Sedamyl UK Ltd reserves the right to verify compliance with the Charter through internal or external evaluations.



4 PILLARS

THE COMPLIANCE WITH LABOR RULES AND STANDARDS

The Supplier shall comply with the labor regulations in force in the countries where it operates for the purposes of the supply, and in particular, those regarding:

- **Undeclared labor:** The Supplier shall combat all forms of undeclared labor by making sure that everyone employed at its company has an employment contract that meets applicable legal requirements and enjoys the rights attached to such contract.

- **Child labor:** The Supplier shall not use or support the use of child labor, and shall guarantee that the minimum age requirements set out in applicable national legislation and ILO Convention no. 138 are met.

- **Forced labor:** The Supplier shall not use or support the use of forced or mandatory labor, as defined in ILO Convention no. 29.

- **Discrimination:** The Supplier shall not discriminate or support discrimination in hiring, pay, access to training, promotion, dismissal, or retirement on the basis of race, nationality, social origin, caste, birth, religion, handicap, sex, sexual orientation, family responsibilities, family status, union membership, political opinion, or any other potential condition of discrimination.

- **Remuneration for labor:** The Supplier shall comply and cause compliance with all applicable provisions related to remuneration for labor – and in particular the minimum wage – in force in the country where it operates for the purposes of the supply.

- **Working time:** The Supplier shall comply and cause compliance with the working time regulations in force in the country where it operates, and in particular shall guarantee that its personnel have adequate resting time.

- **Freedom of association and right to collective bargaining:** The Supplier must guarantee its employees' freedom of association and right to collective bargaining in accordance with applicable law.



THE PROTECTION OF OCCUPATIONAL HEALTH AND SAFETY

The Supplier shall comply with any general regulation and specific provisions relating to its sector in the countries where it operates for the purposes of the supply by providing its workers with a safe, secure working environment and by implementing all corrective and/or preventive measures necessary to avoid all risk of accidents related to carrying out occupational activities.



THE COMBAT AGAINST CORRUPTION, FRAUD, MONEY LAUNDERING AND CONFLICTS OF INTEREST

The Supplier shall not engage in or support practices related to corruption, fraud, money laundering, or conflicts of interest, shall provide its personnel with training and information on these topics and deploys the necessary measures to combat such conduct, and shall warrant the integrity of its activities.

The Supplier shall also adopt best practices to comply with applicable rules relating to competition law.

THE PROTECTION OF THE ENVIRONMENT

The Supplier shall comply with the environmental laws and standards applicable in the countries where it operates, in particular for the manufacturing of its supply.

It shall contribute to reduce the environmental impact related to its activities, in particular by reducing consumption of energy and raw materials, emissions, discharge and waste, and any other environmental impact related to the activity that may be considered significant, in accordance with the principle of continuous improvement.





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