



Supplier Code of Conduct

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Introduction

At Cerdia, we are committed to ensuring economic, societal and environmental sustainability in all our activities. We act with the utmost respect for the "Cerdia Way" approach, Cerdia's approach to corporate social responsibility. We also require our employees to act in compliance with the laws and regulations in force and the highest ethical and legal standards. Under the Cerdia purchasing process, we are committed to cooperating with suppliers who respect the same principles of sustainable development and business ethics.

To clarify our expectations, we adopted this Supplier Code of Conduct, which was designed in full compliance with the Cerdia Code of Conduct. We want to build close relationships with our suppliers based on clarity, partnership, research and focus on quality. We have been inspired by international initiatives such as the UN Global Compact and the Responsible Care approach.

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We encourage all our suppliers to adopt an identical approach within their supply management system.

Legal Compliance for Business Integrity

Suppliers comply with applicable laws and regulations and operate their company with ethics, which includes commitments such as:

- Suppliers must not participate in or accept any form of corruption, trading in influence, extortion or fraud. They shall not offer to Cerdia employees any gifts or other benefits likely to influence them abusively.
- Suppliers must compete adequately in accordance with all applicable competition laws.
- Suppliers must use confidential information and ensure compliance with intellectual property rights.

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Respect for human rights

We want to work with suppliers who still believe that respect for human rights is in the interest of everyone (individuals, companies and the company as a whole)

We require suppliers to support the highest standards in ensuring respect for human rights, including, inter alia, the following commitments:

- Suppliers must exclude all forms of work involving children. They shall not employ workers under the age of 15 or, in countries falling within the exception of developing countries applying Convention 138 of the International Labor Organization (ILO), under the age of 14. Employees under the age of 18 must not be allowed to perform unsafe work.

- Suppliers must exclude all forms of forced or mandatory work.
- Suppliers shall refrain themselves from any discrimination based on race, color, religion, sex, age, physical capacity, national origin and sexual orientation, in accordance with the International Labor Organization (ILO) Convention No. 111 on Discrimination.
- Working hours must comply with current regulations. In the absence of applicable law, hours of work should not exceed 60 hours per week, including overtime, with a minimum of one day of rest per week.
- Employee compensation must be at least the legal minimum, including overtime, and be aligned with industry standards. Suppliers pay wages at regular intervals and inform employees of the calculation method used. They must not make any disciplinary deductions from wages earned.
- Suppliers are responsible for ensuring the free communication of employees with their supervisors on all matters concerning their working conditions and in compliance with applicable regulations; employees are free to join the trade union of their choice.

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Health and Safety Protection

Suppliers must ensure that all employees, subcontractors and others, including users of the community, are made knowledgeable of all health and safety procedures, products and services, to minimize risks to the safety of all persons. Our suppliers ensure a safe and sensible working environment in order to avoid accidents or injuries that may occur during work or when handling equipment. Suppliers are endeavoring to provide their employees with:

- Appropriate personal protective equipment,
- Reasonable access to potable drinking water and sanitary facilities,
- Appropriate lighting and ventilation,
- Fire safety, emergency preparedness and response for occupation injury and illness,
- Industrial hygiene,
- Machine safeguarding,
- Appropriate and the minimum legal standards in any canteen or dormitory facility.

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Environment Protection

We expect all suppliers in all their operations, products and services to minimize the impact on the environment. This includes but is not limited to the following:

- Suppliers shall manage, evaluate and reduce the environmental impact of their facilities and means of transport, including minimizing releases to the atmosphere, waste, as well as their water and energy consumption.
- Suppliers shall comply with all local regulations or, in their absence, international standards.

Suppliers are encouraged to take initiatives to promote the sustainable use of renewable resources.

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Sustainability

Sustainable development is an integral part of the strategy of Cerdia. We expect our suppliers to implement the above principles within their own organization and commit to continually improving their practices. We want to work with our suppliers so that we can assess compliance with these principles. To do this, Cerdia regularly organizes audits of its suppliers. We expect our suppliers to apply these principles, as the Cerdia Way's social responsibility principle being an integral part of the Cerdia purchasing process.

Further information

For more information please visit Cerdia's website at www.cerdia.com. Suppliers can also obtain additional information from their usual contact persons at Cerdia.

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