

SUPPLIER CODE OF CONDUCT

1. Introduction

SIP has high standards for conducting business ethically and in accordance with all governmental and industry standards, laws and regulations, as well as SIP's internal policies. Responsible sourcing plays a significant role in achieving this vision. For that purpose we have issued this Supplier Code of Conduct. It applies to all SIP suppliers and their sub-contractors, which mean all of those with whom SIP has a contractual relationship; including contractors, suppliers of goods and services and business partners.

All SIP suppliers are expected to understand and comply with this Supplier Code of Conduct and must also apply the same or substantially similar principles toward third parties with whom they work in providing goods and services to SIP.

SIP considers these Supplier Code of Conduct principles when selecting a supplier and reserves the right to monitor a supplier's ongoing compliance with these principles.

2. Legal Compliance

Suppliers shall in general comply with all applicable and relevant laws and regulations that govern their business operations and activities.

3. Human and Labour Rights

Suppliers are expected to comply with applicable human rights laws and regulations and, at a minimum, suppliers shall:

- Treat all workers with respect and dignity and not tolerate any type of harassment or labour practices which involve the harsh or inhumane treatment of workers;
- Not engage in child labour;
- Adhere to applicable laws regarding working hours, minimum wages, overtime, sufficient breaks and rest time, sick leave and annual holidays, as well as parental leave and mandatory benefits (e.g., social security), and have appropriate records of these in place;
- Support equal opportunities and not allow discrimination, including in hiring practices.
- Respect and support the free association of labour and employee rights to join a trade union where allowable by law; and
- Take all possible steps to prevent any instances of modern slavery and human trafficking, including prison, indentured and bonded labour, and exploitation.

4. Health, Safety and Security

Suppliers shall provide its employees with a healthy, safe and secure workplace in compliance with all laws and regulations applicable to its operations. At a minimum, suppliers shall:

- provide safe and healthy working conditions for its employees;
- have a Health & Safety Policy freely available to all employees to access at any time; and
- demonstrate compliance with the policy and continuously strive to minimise accidents and risks, including regular awareness and training sessions for all employees.

5. Environmental

Suppliers shall comply with all relevant environmental laws and regulations and are encouraged to establish and implement procedures to minimize any adverse impact of its operations on the environment and to demonstrate continuous improvements therein. At a minimum, suppliers shall:

- monitor, control and appropriately treat wastewater, air emissions and waste generated from its operations including, without limitation, the treatment of hazardous waste, in compliance with applicable legislation and process manufacturer's instructions;
- Conduct regular carbon footprint analysis or Life Cycle Assessment to understand the impact of their business on the environment and take action as necessary; and
- maintain biodiversity, protect wildlife and endangered species.

6. Business Conduct

6.1 Anti-corruption

SIP expects its suppliers to have zero tolerance towards bribery and corruption. SIP requires that suppliers shall have standards and procedures in place to ensure that its directors, employees and third parties acting on its behalf do not offer, promise, give or accept any bribes, or make or accept improper payments (such as facilitation payments or kickbacks) to obtain new business, retain existing business, or secure any other improper advantage.

6.2 Fair competition and compliance with competition and antitrust law

Suppliers shall compete in a fair manner in compliance with all applicable anti-trust laws and regulations, and shall have standards and procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices.

6.3 Compliance with anti-money laundering

Suppliers shall comply with all applicable laws and regulations on anti-money laundering and privacy and on all applicable economic and trade sanctions.

6.4. Avoiding conflicts of interests

Suppliers shall avoid any situations where a conflict of interest between the supplier and SIP exists including interactions with a SIP employee that could create a conflict of interest with SIP employee's duty to act in the best interest of SIP. Suppliers shall disclose to SIP any potential or existing conflict of interest situation in its relationship with SIP.

7. Consequences of Non-Compliance

Suppliers becoming aware of any non-compliance must proactively take corrective action when necessary, and inform SIP accordingly.

SIP reserves the right to take appropriate measures against suppliers who do not meet the requirements listed in this Supplier Code of Conduct, which may ultimately lead to the suspension or termination of a business relationship.