

Aliancys Supplier Code of Conduct

Foreword

Aliancys' value proposition is affecting its operation activities worldwide. This value orientation contains three core elements: valuable partnership, respect to people and good corporate citizen.

Connotation

Aliancys believes these values imply a responsibility assumed by our suppliers in their own efforts to improve social and their working environments and ensuring the security, health and sound environment of Aliancys and Supply Chain. We therefore expect suppliers/contractors to express their willingness and in good preparation, also on behalf of their subsidiaries, to comply with this Code and to ask their suppliers to comply as well

Valuable partnership

- Regulatory compliance - suppliers operate in full compliance with international, national and local laws and regulations that are applicable to their business operations, and obtain all the necessary permits. Local industry standards prevail in cases where these are more stringent than local legal requirements.
- Free trade- suppliers shall resist any restriction on free trade, unless it is justified by national or international published rules.
- Management system- suppliers shall actively establish a series of standards pertaining to management of safety, health, environment-protection and occupational health and sustainable development, including:
 - Collection and evaluation of adequate and timely information in the field of environment, health and safety which may affect their operations.
 - Establishment of relevant, measurable objectives and targets relating to environmental improvement when applicable, including sustainable and regular review about these targets
 - Regular Monitoring and verification of progress towards environmental, health and safety objectives or targets

Respect to people

- Salary- suppliers shall pursue fair and competitive salary policy
- Freedom of job selection- suppliers shall not use forced or unpaid labour. Employees shall be entitled to freely decide whether to offer labour, and according to established rules, quit freely.
- Child labour- suppliers shall not use any child labour in violation of Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labour) of the International Labour Organization.
- Non-discrimination - suppliers do not discriminate in any manner on the basis of race, ethnic background, age, religion, gender, sexual orientation or disability.
- Freedom of association - suppliers shall respect the right of their employees to be represented by Labour Union or any other faithful employees and to take part in any constructive negotiation and reach agreements regarding employment conditions.

- Safety, health, environmental training –employees of suppliers shall obtain regular and recorded safety and health training including disposal of hazardous substances and prevention of environmental disasters events. Suppliers shall restart training to new employees or re-allocated employees.

Good corporate citizen.

- Emergency response - suppliers make a reasonable and practicable effort to implement an emergency response program that addresses the most likely anticipated emergencies.
- Safety and health risks for local residents - suppliers shall systematically and regularly evaluate, or shall employ the services of an external organization to evaluate, the impact of their activities on local residents, for example safety aspects, emissions, and waste from regular activity.
- Products management – suppliers' behaviours shall conform to the principles of product stewardship, to identify and manage the risks and environmental impact attached to their products during their entire lifecycle and look for opportunities to reduce these. in this regard, Aliancys and suppliers shall share related knowledge and expertise.
- Waste –suppliers have in place or shall establish a procedure for the safe handling, storage, transportation, utilization and disposal of waste in accordance with the applicable legislation.
- Pollution prevention and resource consuming –suppliers ensure and demonstrate continuous environmental improvements, including a reduction in gas, emissions, noise, waste and reliance on natural resources and hazardous substances by means of clear targets and improvement policies.