

## SUPPLIER SUSTAINABILITY POLICY

### Intent

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At ALIARO we consider sustainability to be an essential part in all our business operations.

ALIARO is committed to a Code of Conduct which describes how we do business. As part of our work to achieve a more sustainable world, ALIARO has implemented certain governing principles for our suppliers.

The purpose of these principles is to ensure that we collaborate with suppliers who share our values regarding sustainability. We expect that our suppliers, as a minimum, follow our sustainability principles when conducting their own business. This is the starting point for entering into and maintaining a business relationship with ALIARO.

### Scope

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The Supplier Sustainability Policy applies to all suppliers providing products and/or services to any ALIARO Group Company. Workers/employees are considered to be all people who are working for the supplier, whether directly employed, subcontracted or employed by other agency.

ALIARO expects the supplier to monitor its own suppliers in order to ensure commitment to environmental and social responsibility.

### Sustainability principles for our suppliers

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The supplier shall comply with applicable legislative and regulatory requirements.

#### Labor and Human Rights

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labour. Employees under eighteen (18) years of age shall not carry out hazardous work.

The Supplier shall not engage in or support the use of any form of forced, compulsory or illegal labor. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work.

The Supplier shall apply the working hours according to the laws and regulations in the country where the work is performed.

As a minimum, statutory wages must be paid and applicable working time legislation must be followed.

Employees shall be free to form and join, or not to join, trade unions and to bargain collectively.

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.

## **Health & Safety**

The suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented, and necessary measures shall be taken to prevent accidents from reoccurring. The suppliers shall ensure that all employees are provided with necessary instructions, training, and personal protective equipment free of charge necessary for facilitating safe work methods.

## **Anti-Corruption**

All forms of corruption and bribery are unacceptable. Supplier should work against corruption and bribery in all its forms, including but not limited to extortion, fraud, money laundering and facilitation payments.

## **Environment**

Suppliers shall work in a systematic, goal oriented and proactive manner to reduce the impact to the environment including pollution prevention and waste minimization. The business must be run in such a way that serious discharges and emissions to the ground, water and air are systematically prevented.

## **Responsibility and Review**

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This Supplier Sustainability Policy is the responsibility of the Management of ALIARO. This policy was last updated 2022-04-01 and will be reviewed latest 2023-03-31.