



Supplier Code of Conduct

Solutions30

Solutions for New Technologies

1 GOAL

As part of our ongoing sustainability efforts, Solutions 30 Group (“Solutions 30”) has developed this Supplier Code of Conduct to ensure that all of our business partners, suppliers, and subcontractors meet our basic expectations of doing business related to legal requirements, ethical practices, human rights, and environmental management. These standards are based on well-respected and recognized international standards, including the International Labor Organization, United Nations Universal Declaration of Human Rights, and industry best practices.

Compliance with these standards is an expectation of doing business with Solutions 30, as the Code defines the non-negotiable minimum standards that we ask our suppliers and their sub-tier suppliers or sub-contractors (together “Supplier” or “Suppliers”), to respect and adhere to.

Solutions 30 seeks to develop and strengthen partnerships based on a shared commitment of transparency, collaboration, and to involve its Suppliers, major players in its success, in the sustainable development of the Group.

Each Supplier is therefore required to carefully read this Solutions 30 Supplier Code of Conduct and to comply with it all times. In case of non-compliance with this Policy, Solutions 30 reserves the right to take appropriate measures up to and including termination of the partnership.

2 THE COMMITMENT OF SOLUTIONS 30

As part of its sustainable development Policy, Solutions 30 is committed to implement a CSR strategy based on the following six principles:

1. Develop innovative services with lower environmental impact;
2. Always strive for excellence in the safety and security of people and property;
3. Develop human potential;
4. Guarantee the best relationships with stakeholders;
5. Sustain a culture of integrity in the Group;
6. Involve our suppliers and partners in our CSR effort.

These principles are the foundation of this Supplier Code of Conduct.

3 PRINCIPLES

3.1 Develop innovative products and processes with lower environmental impact

Solutions 30 requires its Suppliers to comply with all applicable legal environmental requirements. Suppliers shall also demonstrate continual improvement of their environmental performance.

The Supplier shall make every effort to develop and produce innovative technologies, items and processes with the lowest possible environmental impact throughout their life cycle.

With this aim, the Supplier shall pay particular attention to:

- Optimizing their consumption of water, materials, paper and energy as well as the quantities of waste produced;
- Establishing local and international logistics processes limiting these impacts and in particular the carbon footprint of associated activities;
- Preserving natural resources;
- Recycling their waste.

The Supplier shall work toward:

- Continuously monitoring their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to minimize negative impacts on the environment;
- Providing training to all personnel on environmental policies and procedures to ensure effective implementation and compliance.

3.2 Always strive for excellence in security / protection of persons and property

Solutions 30 expects the Suppliers operations, facilities, and procedures to protect and promote worker health and safety.

The Supplier shall:

- Provide its workers with a safe and healthy working environment;
- Identify hazardous materials, chemicals and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal;
- Comply with material restrictions and product safety requirements set by applicable laws and regulations;
- Ensure that key workers are aware of and trained in product safety practices.

The Supplier shall work toward:

- Be prepared for emergency situations. This includes worker notification and evacuation procedures, emergency training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, and adequate exit facilities;
- Regularly train workers on emergency planning, responsiveness as well as medical care.

Solutions 30 encourages the implementation of a Health, Safety and Environment Management System to ensure that the risks linked to their activities are identified, assessed and that all measures are taken to prevent or manage them.

3.3 Develop human potential

Solutions 30 expects its Suppliers to comply with the “Solutions 30 Group Human Rights Policy”, promoting and respecting human rights in their sphere of influence.

3.4 Guarantee the best relationships with stakeholders

With the aim of establishing and promoting the best relationship with all Solutions 30 stakeholders, the Supplier shall:

- Set up and maintain governance based on:
 - Responsibility;
 - Transparency;
 - Ethics;
 - Respect for the interests of stakeholders;
 - Compliance with legislation and regulations in all decision-making.
- Strives to promote the local industrial and economic businesses near their sites and areas of influence.

The Supplier shall work toward:

- Continuous improvement
- Constantly meeting the present and future expectations of Solutions 30

3.5 Sustain the culture of integrity in the group

In accordance with the “Solutions 30 Group Code of Conduct”, Solutions 30 is committed to the highest standards of business integrity and do not tolerate any practice that is inconsistent with the principles of honesty, integrity and fairness.

The Supplier shall:

- Comply with all applicable laws and regulations in the countries and jurisdictions in which they operate;
- Adhere to the principles set out in the “Solutions 30 Group Code of Conduct”;
- Prohibit any and all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by their suppliers and business partners;
- Disclose to Solutions 30 any situation that may appear to be a conflict of interest and disclose if a worker from one of their family members, or a friend may have an interest of any kind in a Supplier’s business or any kind of economic ties with a Supplier;
- Respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations;
- Maintain transparent and up to date books and records to demonstrate compliance with this Code and applicable governmental and industry regulations.

The Supplier shall work toward:

- Informing workers about the expectations contained in this Code;
- Taking appropriate steps to ensure the principles of this Code are adopted and applied by their workers, suppliers, agents, and contractors.

The Supplier is responsible for prompt reporting of actual or suspected violations of law, this Code, and any contractual relationship with Solutions 30. Such report can be delivered to the Supplier’s commercial contact at Solutions 30, or through the whistleblowing procedure set out in the “Solutions 30 Whistleblower Policy” available of the company’s website.

3.6 Commitment of Suppliers and subcontractors

By adhering to the principles of the present document, Solutions 30 Supplier agrees to support the Group in the implementation and development of its CSR strategy and agrees to be evaluated by Solutions 30 on the compliance with this Code.

The Supplier confirms that:

- Have received and taken due note of the contents of the Supplier Code of Conduct;
- Are aware of all relevant laws and regulations of the countries in which our company operates;
- Will report to Solutions 30 any case of violations of the Supplier Code of Conduct;
- Will comply with the Supplier Code of Conduct requirements based on a development-oriented approach and without amendment or abrogation;
- Will inform all of our workers and subcontractors of the content of the Supplier Code of Conduct.

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