

## Taking a Position for Our Future Together

SEGER Supplier Code of Conduct applies to all suppliers from senior management of the entire organization, from employees to business partners in line with the values, principles and standards it meets represents our expectations from our suppliers. SEGER Supply Chain We aim to execute our Company's Core Values Commitment Trust in Our People, Transparency Professional,

Excellence, Teamwork, Speed, Work Ethic. Our customers expect us to support these core values and we are committed to high ethical standards, business integrity in its practices, and the protection of individuals and the environment

We strive to build relationships with respectful partners. The supply chains of each SEGER Supplier ("Supplier") implement these standards throughout and operate comply with all laws, rules and regulations of the countries to comply with its regulations.

## Compliance with Customer Service Standards

The Supplier Code of Conduct requires suppliers to organizations, subsidiaries, affiliates, subcontractors and contributors to supply chains ("Suppliers") are required to comply with workplace and labor standards outlines our minimum expectations. This expectations, minimum requirements for doing business with SEGER should be recognized as such.

## Honesty and Transparency

Transparent from all Suppliers, in all business areas, we expect them to report fairly and accurately. Response to our inquiries and requests for information to ensure that our Suppliers work in cooperation with SEGER to work for us. Our high standards Suppliers, product information for production, to sustain and unrestricted access to facilities in the supply chain participation in audits, including disclosures may be necessary. In all areas of the Supplier Code maintain documentation to support compliance is the responsibility of each

supplier. Supplier including the requirements and clarifications covered by the Code falsification of records in any business transaction, including or misrepresentation would be unacceptable and would lead to appropriate consequences.

## Respect for People

SEGER is committed to the highest ethical standards keeps and asks all suppliers to expect them to maintain the same standards. For this reason The following criteria for suppliers' partners to support the implementation of human rights:

### • Human Rights

- Harassment, harsh treatment, intimidation, verbal harassment, corporal punishment, mental or physical pressure or provide a work environment free from violence.
- Suppliers must ensure that their partners' complaints are reported to management in a confidential and a process for reporting such complaints a methodology for addressing and documenting must provide.
- Suppliers shall ensure that the United Nations Universal All human beings as defined by the Declaration support their rights.

### • Inclusion and Diversity

- Suppliers provide the best products and services promote an inclusive culture and environment.
- Ensure that all cultures and gender identities are acceptable a merit-based work environment and should be encouraged.

### • Discrimination

- Suppliers must be free from unlawful discrimination and harassment committed to providing a working environment. We recognize our suppliers' racial, ethnic, gender, sexual orientation, gender identity, disability, language, religion, political or other opinions, national or social origin or any other legally based inequalities have policies prohibiting unwanted behavior is expected.

### • Child Labor

- Suppliers shall comply with all applicable laws and regulations health, education or training, as defined

development and the use of child labor not support child labor in jobs that prohibit it. And compliance combating child labor should carry out studies.

- SEGER, UN Convention on the Rights of the Child and International Labor Organization's Child Labor Convention support the rights of children within its scope.

#### • **Freely Chosen Employment**

- No Supplier shall be subject to any form of coercion, debt or use bonded or indentured labor. Involuntary or exploitative prison labor, slavery or human trafficking is also prohibited.
- No Supplier shall allow an employee to unreasonable restrictions on freedom of movement not to bring any employee's work voluntarily.
- No Supplier shall require an employee to voluntarily must not restrict its authority to terminate.
- Any identification of suppliers or their partners or seize or retain immigration documents or destruction is prohibited.

#### • **Wages, Working Hours and Benefits**

- Suppliers, including overtime and vacation all applicable laws regarding wages, hours and benefits fully comply with laws and regulations.
- Employee strain on productivity, product quality, is a significant factor in injury, illness and turnover. factor, Suppliers have to work with excessive continuous policies to discourage working hours.
- The supplier shall ensure that the calculation of wages paid timely payment with supporting documents must do so.
- The supplier shall ensure that an employee's regular and overtime keep accurate written records of their hours.

#### • **Employee Development**

- Suppliers should ensure that their employees have both professional and trainings and projects needed for their personal development should be realized.
- Set policy for future talent management and planning the human resources of the future must do it.

#### • **Responsible handling of minerals and metals procurement**

Suppliers minerals and metals only will use responsible sources and imported that they will do so. Suppliers, mining and to mine or process metals no human rights violations, in particular the use of forced, compulsory, child or compulsory labor will provide.

#### • **Human health and safety**

SEGER is committed to ensuring that health and safety influence the quality of the products and services. Suppliers need to ensure that key to support our values and beliefs are expected to support the following standards:

- Suppliers shall comply with all national, local and regulatory monitoring that can comply with standards, laws system in place.
- Suppliers shall have a comprehensive and should adopt a preventive approach; it is safe, include safe, clean and sanitary working environments.
- Suppliers provide housing facilities for their workers, adhere to the same work environment standards and continuously assess hazards.
- Suppliers must publish health and safety notices and update them regularly.
- Suppliers shall not only ensure the physical health but also improvements in mental health should do so.
- Conduct regular employee loyalty and satisfaction surveys.as a health and safety organization.
- Suppliers must publish health and safety notices and update them regularly.

### **Environmental Management and Resource Efficiency**

#### **Respect for Use**

SEGER, taking into account the sustainability of the manned planet, believes in the responsible use of resources, and in the communities where we live and operate to reduce its negative impact on the world.

Sustainability is about using capital responsibly while optimizing processes to manage natural use of resources and impact on the environment SEGER Supply Chain to help reduce is important in Therefore, the following Suppliers support the standards:

- Suppliers must consistently deliver products efficiently supply by looking for ways to produce and transport forced to optimize their chains. Mitigations should include, but are not limited to:
  - Efficient use of raw materials
  - Reduction in the volume or weight of the packaging
  - Using the most efficient means of transportation
  - Increasing the use of recyclable materials or the use of fully recycled materials Ensuring
- Suppliers shall reduce resource consumption and monitor their ongoing efforts to reduce waste, management systems to monitor and report should be created:
  - Waste
  - Energy
  - Air Emissions
  - Water Management
- Use of Hazardous Substances
  - All Suppliers, hazardous substances and chemicals have a defined procedure for its use is expected. Working with or handling hazardous chemicals all exposed workers, safe handling, use and disposal of such chemicals to ensure how to properly identify, label and have appropriate training on how to manage it must be made available to the public.
  - All such materials must be made available in accordance with the relevant laws must be destroyed. Suppliers are required to ensure that significant or adverse communicating environmental impacts to SEGER's Environment Unit required. This includes impacts in the following areas, but not limited to these:
    - Materials
    - Energy
    - Water
    - Emissions
    - Waste

## Sustainable Business Management

SEGER offers the best quality, cost and sustainability Suppliers that uphold our ethics, values and culture to deliver the best products and services committed to partnering. Promotes sustainability,

Responsible and ethical business behavior and our Suppliers to achieve our goals with the following objectives to share ethical business principles:

- Embedding ethical business principles in business processes
- Formulation of policies and strategies
- Identifying sustainability goals and ensuring that the business Integration into processes
- Policies, business objectives and plans and management incorporating environmental considerations into its practices
- As a result of conservation and efficiency initiatives reduction of energy and water consumption
- Promoting responsible use of resources
- Production according to circular economy elements
- Considering the environment in purchasing decisions encouraging green procurement practices by considering to be
- Development of environmentally friendly technologies and encouraging its dissemination
- To continuously improve performance, environmental monitoring emissions and setting annual targets
- Biodiversity by controlling wastewater and waste and the protection of impacts on their habitats and minimizing
- Precautionary approaches to environmental challenges undertaking and mitigating impacts
- According to ESG (Environmental, Social and Governance) criteria conducting risk and opportunity analyses
- Compliant with all national and local laws and regulations to be
- SEGER is committed to global safety criteria and correct origin country, product marking, customs

entry, licensing and compliance with all other import/export related records works in partnership with its Suppliers to ensure Suppliers comply with all applicable global safety criteria retain all material evidence to prove compliance to manage the risk.

- Managing Risk SEGER SUPPLY CHAIN CODE OF CONDUCT 4 SEGER is committed to continuously improving its supply chain is committed and is committed to ensuring that Suppliers commitment to assess and understand risk to be found. Examples include but are not limited to including, but not limited to:
  - To assess supply chain risk the creation of a structured process
  - Visiting facilities in the supply chain and evaluation of
  - Monitoring compliance with SEGER's Supplier Rules
  - Non-compliance with SEGER's Supplier Rules Correction

## Legal Compliance

SEGER shall ensure that its Suppliers comply with all applicable local and national laws, regulations, standards and international contracts and also SEGER and Supplier Rules comply with its contractual obligations stipulates. National, local or regional laws are more in all cases where the law requires a high standard It should replace the SEGER Supplier Code. This Violation of the Supplier Code, breach of contracts including its potential termination By taking appropriate measures by SEGER will result.

SEGER is committed to high behavior in all business areas. standards and we ask our Suppliers establish policies governing the following:

- Conflicts of interest
- Fight against corruption

## Privacy and Security

Optimizing our supply chain and partnerships to create value through SEGER and preservation to maintain relationships with our customers to Suppliers regarding sensitive and confidential information required is trusted. Suppliers' confidentiality, privacy and all applicable contractual obligations regarding safety, comply with laws and regulations.

## Management and Oversight

SEGER periodically reviews the Supply Chain Code of Conduct will review and update it.

Supplier Code of Conduct, audits, disclosures and the potential of site visits, relationships with Suppliers will improve our relations and further develop and serves as an active feedback mechanism for compliance will see.

A Supplier is bound by these Supplier Rules or other company policies do not clearly provide an answer, or Supplier is aware of any law, rule or regulation believes that a situation is uncertain or a rule is not followed If he encounters an ethical problem that conflicts with his provision, contact SEGER Supplier Management for further guidance. should contact.