

# **Kreiss supplier**

# **Code of Conduct**

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- CORRUPTION AND BRIBERY
- RESPECT AND DIVERSITY
- OCCUPATIONAL HEALTH AND SAFETY
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## **Purpose**

We think that it is very important that we all and our suppliers act responsibly from an environmental, social and governance perspective and we all can take steps towards to more sustainable future.

Active involvement in Human Rights and Sustainability related questions will bring benefits to all – suppliers, customers and people.

## **Basic Principles**

This document contains the company's core values such as integrity, reliability, honesty, commitment, loyalty, respect and professionalism.

The purpose of the code is to create business practices that are based on basic ethical principles and help to find answers to questions related to various ethical dilemmas.

The ethical principles and norms contained in the code are binding on employees in their attitude to work, in their mutual communication, as well as in their relations with business partners.

## **Compliance with laws**

Suppliers shall comply with all applicable laws, regulations, and industry standards.

## **Corruption and bribery**

Suppliers shall conduct business in an honest and ethical manner. Any forms of bribery or corruption are unethical unacceptable.

Bribe must not be offered, promised, given, accepted, requested.

## **Respect and Diversity**

Supplier treat people with different experiences with respect and recognize diversity as a company's potential.

Employees respect and treat any colleague equally, regardless of their position in the company.

Supplier management ensures respect for the individuality of each person. There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

## **Occupational health and safety**

Supplier shall ensure healthy and safe working conditions, in accordance with legislation and regulatory requirements in the field of occupational safety and protection.

Supplier shall accurately identify, describe and manage potential risks for employees and act accordingly by evaluating them to ensure the safest possible working environment conditions, reducing accidents, work-related illnesses and injuries.

Supplier shall develop and implement measures to improve the working conditions of employees.

## **Environment**

We care about Environment, the World where we live and work in. Suppliers must comply with all applicable laws and regulations relating to the environment and strive to reduce environmental impact from transportation through efficient use of resources, as well as put efforts on minimizing emissions and waste, and using resources efficiently.

Suppliers shall develop and implement environmental policy and nature friendly practices by reducing CO<sub>2</sub> emissions throughout operations and value chain in Scope1, Scope 2, and Scope 3.

## **Child labour**

All actions to avoid child labour shall be implemented by taking child's best interests into account. KREISS requires that all suppliers and sub-suppliers comply with all relevant national and international laws, regulations and provisions applicable. Child labour is defined as work that "deprives children of their childhood, their potential and their dignity, and that is harmful to their physical or mental development including by interfering with their education. Specifically, it means types of work that are not permitted for children below the relevant minimum age". As such, it shall be considered as a human rights abuse.

## **Working conditions**

Working conditions shall be provided safe and hygienic, taking into account the specifics of the industry and risks. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Employees shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.