

SUPPLIER CODE OF CONDUCT

1. Introduction

At Siderise, we are committed to conducting our business with integrity, responsibility and respect for human rights, the environment and the communities in which we operate. As a manufacturing business headquartered in the United Kingdom - with operations in the UK and Dubai and a commercial presence across Europe, the Middle East, India, Asia Pacific and North America - we hold ourselves to the highest standards of ethical and sustainable practice.

We expect the same level of commitment from our suppliers. This Supplier Code of Conduct sets out the principles and standards that all suppliers must uphold when conducting business with Siderise. Our aim is to build strong, transparent and sustainable partnerships that not only support our operational objectives but also create long-term value for all stakeholders.

2. Ethical Business Practices

- **Compliance with Laws:** Suppliers must comply with all applicable laws and regulations in the countries where they operate, including but not limited to labour laws, environmental regulations and anti-corruption laws.
- **Anti-Corruption and Bribery:** Suppliers must not engage in any form of bribery or corruption, including offering or accepting bribes, kickbacks or any improper payments or incentives.
- **Fair Competition:** Suppliers must engage in fair business practices and refrain from anti-competitive behaviour, including price-fixing, market manipulation and monopolistic practices.

3. Human Rights and Labour Standards

- **Child Labour:** Suppliers must not use child labour or exploit minors. All workers must be at least the minimum legal working age as defined by local laws and international standards.
- **Forced Labour:** Suppliers must not use forced, bonded or involuntary labour in any form, including human trafficking.
- **Fair Wages and Working Hours:** Suppliers must provide fair wages that comply with local laws and regulations. Workers should receive appropriate compensation for overtime work. Suppliers must also comply with legal limits on working hours and ensure their workers have access to adequate rest periods.
- **Freedom of Association and Collective Bargaining:** Suppliers must respect workers' rights to freely associate, form unions, and engage in collective bargaining without fear of retaliation or discrimination.
- **Non-Discrimination:** Suppliers must provide a workplace free from discrimination based on race, gender, sexual orientation, religion, nationality, disability, or any other characteristic protected by law.
- **Health and Safety:** Suppliers must maintain safe and healthy working conditions for their employees, ensuring that workplaces meet or exceed local health and safety standards. Suppliers must take proactive steps to prevent accidents, injuries, and health hazards in the workplace.

4. Environmental Sustainability

- **Environmental Compliance:** Suppliers must comply with all applicable environmental laws and regulations. They must make efforts to minimize their environmental impact and reduce waste, energy consumption, and emissions.
- **Sustainable Practices:** Suppliers are encouraged to adopt sustainable practices in their operations, such as using renewable resources, reducing water and energy usage, and managing waste responsibly.
- **Pollution Prevention:** Suppliers must take appropriate steps to prevent pollution, including proper disposal of hazardous materials and pollutants in accordance with legal requirements.

5. Integrity and Transparency

- **Honesty in Reporting:** Suppliers must provide accurate, honest, and complete information in all dealings with Siderise. This includes accurate product specifications, pricing, invoices, and any other documentation.
- **Conflict of Interest:** Suppliers must disclose any potential conflicts of interest that may affect their business relationship with Siderise.
- **Confidentiality:** Suppliers must respect the confidentiality of any proprietary information provided by Siderise and ensure that this information is not disclosed to unauthorized parties.

6. Supply Chain and Sub-Supplier Management

- **Sub-supplier Oversight:** Suppliers are responsible for ensuring that their sub-suppliers adhere to the same ethical standards outlined in this Code of Conduct. Suppliers should perform regular audits and assessments of their sub-suppliers to ensure compliance.
- **Traceability:** Suppliers must ensure that all raw materials, components, and products provided to Siderise are sourced responsibly, with due diligence on the labour conditions and environmental impact at all stages of the supply chain.

7. Anti-Discrimination and Respect for Local Cultures

- **Cultural Sensitivity:** Suppliers must respect local cultures, customs, and traditions in the regions where they operate, including Europe, the Middle East, India, Asia Pacific and North America, while adhering to the core principles of human rights and non-discrimination.
- **Harassment-Free Environment:** Suppliers must not engage in or tolerate harassment, bullying or any form of abusive behaviour in the workplace.

8. Compliance with the Code

- **Audit and Monitoring:** Suppliers must allow Siderise or its designated representatives to conduct audits and inspections of their facilities to ensure compliance with this Code of Conduct.
- **Corrective Actions:** If a supplier is found to be in violation of any part of this Code, they must take immediate corrective actions to remedy the violation and ensure that it does not recur. Failure to do so may result in termination of the business relationship with Siderise.
- **Reporting Violations:** Suppliers must provide a mechanism for workers, employees, or other stakeholders to report concerns or violations of this Code, without fear of retaliation.

9. Commitment to Continuous Improvement

- **Engagement and Dialogue:** Suppliers should engage in ongoing dialogue with Siderise to improve business practices, share best practices, and address challenges related to labour, environment, and governance issues.
- **Training and Awareness:** Suppliers should invest in training programs to ensure their employees are aware of their rights and responsibilities, particularly in relation to ethical business practices, health and safety and environmental standards.

10. Implementation and Enforcement

- **Acknowledgement of Code:** By doing business with Siderise, suppliers acknowledge that they have read, understood and agreed to comply with this Supplier Code of Conduct.
- **Termination of Business Relationship:** Siderise reserves the right to terminate any business relationship with a supplier who fails to adhere to the principles set out in this Code of Conduct.

Contact Information

If you have any questions or concerns about this Supplier Code of Conduct or wish to report a potential violation, please contact:

Contact for Compliance Concerns
Head of Supply Chain

Document Owner: Head of Supply Chain
Approved by: Chief Operating Officer