



SUPPLIER CODE OF CONDUCT

Purpose

The purpose of this supplier code of conduct is to outline the expectations and requirements that suppliers must adhere to when conducting business with the company.

Scope

This policy applies to all suppliers involved in the company's business activities.

Policy Statement

This supplier code of conduct is a set of guidelines and standards that Cernol has established for its suppliers and partners to ensure ethical, responsible, and sustainable business practices throughout the supply chain.

Roles and Responsibilities

Cernol Ltd expects its suppliers to adhere to the following:

1. Ethical Business Practices

Suppliers must conduct their business with the highest standards of honesty, integrity, and transparency.

Suppliers shall comply with all applicable laws and regulations in the jurisdictions where they operate.

2. Anti-Corruption and Bribery

Suppliers shall reject all forms of bribery, corruption, and unethical business practices.

Gifts, entertainment, or favours that could influence business decisions are prohibited.

3. Human Rights

Suppliers must honour and uphold human rights, and their activities must not contribute to any violations of these rights.

Discrimination based on race, gender, religion, nationality, or any other protected characteristic is not tolerated.

4. Labour Practices

Suppliers are required to ensure fair wages, safe working conditions, and reasonable working hours for their employees, treating them with dignity and respect.

The company condemns any engagement in practices related to child labour and forced labour.

5. Health and Safety

Suppliers must give foremost importance to the health and safety of their employees, customers, and local communities.

Adequate safety measures and protocols must be in place to prevent accidents and injuries.

6. Quality and Product Safety

Expectations are set for suppliers to provide products and services in accordance with established quality and safety criteria. Suppliers shall provide up-to-date Safety Data Sheets (SDS), Technical Data Sheets (TDS), and Certificates of Analysis (COA) for all shipments.



7. Environmental Responsibility

Suppliers are encouraged to adopt environmentally responsible practices, including waste reduction, pollution prevention, and energy efficiency. Their products and materials should be environmentally friendly, energy-efficient, and made from sustainable materials whenever possible.

8. Local Sourcing and Economic Growth

Suppliers are encouraged to prioritize sourcing products and services from their local suppliers, to support local economies, to reduce transportation emissions, and strengthen community bonds.

Suppliers are expected to contribute positively to the communities in which they operate, fostering economic growth and social development.

9. Diversity and Inclusion

Suppliers are encouraged to actively engage and support women-owned and diverse-led organizations within their supply chains while advocating diversity and inclusion at all levels within their organisation.

10. Privacy and Data Protection

Suppliers shall handle personal and sensitive data with the utmost care and in compliance with relevant privacy laws.

11. Extended supplier responsibility

Suppliers shall align with specific environmental and social benchmarks, across their entire supply chain, fostering responsibility and transparency.

Communication

This Supplier Code of Conduct applies to all suppliers of Cernol Ltd and will be communicated to them. Suppliers are required to disseminate and educate their employees regarding this code of conduct, ensuring comprehension and compliance.

Monitoring and Review

Suppliers may be subject to periodic audits, assessments, and evaluations to ensure compliance with this code of conduct.

Corrective actions must be taken promptly to address any identified non-compliance.

We will review and update this policy periodically to reflect changing circumstances and emerging best practices.

Date: September 2023

Approved by:

Olivier Constantin
General Manager