



Code of Conduct for Business Partners



Introduction

Simas Filters has made a commitment to sustainable trading. This includes respect for the generally recognised principles of human rights (including employee rights), environmental protection and anti-corruption measures.

We are therefore seeking to ensure that our company and our partners act in accordance with the requirements of this Code of Conduct for Business Partners.

Our company acknowledges that it takes both time and resources – particularly during the initial phases – to establish the requisite processes described in our Code of Conduct for Business Partners, as we are also working to implement similar processes for our own work.

Our Code of Conduct should therefore be regarded as a tool for cooperation and dialogue with our chain of suppliers regarding improvements to the systems for handling undesirable impacts on human rights (including employee rights), environmental protection and anti-corruption measures.

In the event of a failure to comply with the requirements of our Code of Conduct for partners, we will focus on the ability and willingness of our suppliers to demonstrate continued improvements. We are convinced that cooperation and dialogue will lead to a more effective partnership, one that will benefit both parties.

If you have any questions regarding our Code of Conduct for partners, or our responsible supplier management in general, please feel free to get in touch.

1. Employee and Human Rights

Simas Filters expects suppliers to comply with applicable laws and regulations relating to human rights. Simas Filters' suppliers are expected to respect human rights and, neither directly nor indirectly, to be involved in any breaches of human rights during any phase of their business activities.

In order to achieve this, suppliers are expected to perform their own due diligence. In addition, we have certain requirements in respect of specific human rights as defined below.

Working hours

The supplier shall ensure that working hours – including normal working hours, overtime, rest days and breaks – comply with the applicable laws and regulations of the relevant country.

Child labour and employment of minors

All forms of child labour are strictly prohibited. Where young workers are employed, the supplier shall comply with the minimum age defined by national legislation in the country of production.

Forced labour

All forms of forced labour are strictly prohibited. The supplier must neither use nor benefit from any form of forced labour and/or human trafficking.

Discrimination, fair and equal treatment

All forms of discrimination are strictly prohibited. All forms of physical, mental, verbal, sexual or other harassment are also prohibited.

Freedom of association and freedom of collective negotiation

The supplier shall respect the employees' right to join an organisation and to negotiate pay agreements collectively. If independent trade unions are either discouraged or restricted, the supplier will make it possible for workers to meet independently for discussions on work-related issues.

Pay and benefits

The supplier shall provide pay and benefits in accordance with applicable laws and regulations and/or applicable agreements in the relevant country. These cover basic pay, benefits, and overtime payment.

Terms of employment

The supplier shall comply with all requirements in local laws and regulations regarding employment contracts in the relevant country.

Personal data

Suppliers will respect the right of their employees to privacy when collecting or saving personal data.

2. Work Environment

We expect our suppliers to work systematically on ensuring that employees work in safe and healthy conditions.

As a minimum, this will include recording safety incidents and ensuring that suppliers work proactively to reduce risk beyond any statutory obligations, where relevant, in order to protect the health and safety of employees.

3. Environment

We expect our suppliers to be proactive in managing their biggest risks to the environment and most relevant aspects (e.g. materials/packaging, energy, water, discharges and waste water).

As a minimum, environmental risk management shall include mapping the biggest risks and implementing measures to minimise risk.

Managing the most relevant environmental aspects shall, as a minimum, include identifying problems and implementing actions to reduce any negative environmental impact.

In addition to this, we expect our suppliers to continue working systematically to comply with local environmental legislation.

4. Business Ethics and Integrity

We operate in many different countries and across cultures, traditions and local laws and regulations. We have committed to develop and maintain good business ethics. We expect this commitment from our suppliers, too.

Anti- corruption

We expect our suppliers to comply with all applicable laws and regulations relating to bribery, corruption, fraud, intellectual property rights and competition, and to ensure that a high level of business integrity is maintained.

Confidentiality, data protection and data security

Suppliers shall:

Ensure that confidential or personal data supplied by Simas Filters or others on behalf of Simas Filters are used only as expressly permitted and in accordance with applicable laws and regulations. This will also apply once the business collaboration with Simas Filters ceases, and when relevant, with EU legislation on data processing and IT security when trading with Simas Filters.

Intellectual property rights

Suppliers shall ensure that the intellectual property rights of Simas Filters or other third parties – including (but not limited to) copyrights, patents, designs and trademarks – are used in accordance with relevant agreements, as expressly permitted and in accordance with relevant laws and regulations.



Hospitality, travel, gifts, and personal benefits

Suppliers may offer hospitality gifts and personal benefits to employees of Simas Filters only where these are not deemed to have any impact on the employee's judgement. Simas Filters employees must contact their line manager in the event of any misgivings.

Export controls and sanctions

Suppliers shall comply with all relevant export, re-export and import laws and regulations.

Material compliance and conflict minerals

Suppliers shall:

- > Ensure that all goods supplied to Simas Filters comply with all relevant laws and regulations regarding prohibitions and restrictions on substances, including hazardous substances and conflict minerals; and
- > On request and on time, provide Simas Filters with relevant and reasonable information about the substances in the goods supplied.

Animal welfare

Our commitment to environmental responsibility includes ethical and responsible standards for the use of animal-related products. Animal products shall come from animals that have been treated in an ethical and responsible manner and shall be by-products from meat production.

Simas Filters will never use products from animals that are slaughtered solely for their hide, shell, horns, bones, feathers or down.

We expect our suppliers to comply with CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora), i.e., we do not accept any materials from endangered species.

Reasonable competition

Suppliers shall conduct their business in line with all relevant laws and regulations on competition.

5. Inspections and Corrective Actions

Simas Filters expects suppliers to be able to demonstrate their compliance with this Code of Conduct for Suppliers. In the absence of compliance, the supplier shall provide a plan of corrective actions to address specific problems. Suppliers shall inform Simas Filters of every failure to comply with this Code of Conduct for Suppliers that may have an impact on Simas Filters.

In the Event of Failure to Comply with the Code of Conduct

We expect our suppliers to work systematically on ensuring that employees work in safe and healthy conditions. As a minimum, this will include recording safety incidents and ensuring that suppliers work proactively to reduce risk beyond any statutory obligations, where relevant, in order to protect the health and safety of employees.