

WORKING WITH SEASALT GROUP

The Seasalt Group is committed to operating responsibly, sustainably, ethically and transparently to make a positive impact in the societies in which we operate.

We are committed to working with suppliers who adhere to internationally recognised principles on human rights, climate action, and anti-corruption. As an absolute minimum, we expect all suppliers to comply with applicable law.

We are committed to supporting the UN Sustainable Development Goals (SDGs), the UN Global Compact Principles, the 2015 Paris Agreement and the 2021 Glasgow Climate Pact. We consider responsible supplier relationships to be key part of this, and our aim is to cooperate with suppliers who share these commitments. Criteria relating to environmental, social and ethical standards will be taken into account when evaluating and selecting suppliers.



We expect all suppliers working with Seasalt Group companies to ensure that their own subcontractors are working with implementing these requirements, and to use their influence to drive positive change where needed.

Requirements for working with Seasalt Group companies

Suppliers are expected to be committed to these requirements as a minimum and to mitigating negative impact in these areas:

1. Human rights & Labour

- a. There is no **discrimination** on the basis of age, disability, ethnicity, gender, health status, membership of trade unions, nationality, political views, race, religion, sexual orientation, skin colour, or social origin.
- b. **Working conditions**, hours, rest periods, leave and wages are in accordance with local regulations and industry practice and at a level which enables a fair standard of living according to local conditions. In addition, wages may not be withheld as a disciplinary sanction.
- c. A healthy and safe **work environment** must be provided for all employees, preventing accidents and injuries – both mental and physical - through proper training and the implementation of preventative measures. All employees must be treated with dignity and respect in a workplace free from harassment, abuse and violence.
- d. The employees' **right to privacy** is respected when gathering or storing personal information.
- e. Employees have the right to **freedom of association** and collective bargaining. As a minimum, employees must be able to gather independently to discuss work-related issues.
- f. Measures must be in place to prevent human trafficking or any form of **forced labour**. This includes work on a forced contract, slavery and other forms of work that are undertaken against a worker's will of choice.
- g. There must be no association with any form of **child labour**. Employment of young workers must be in compliance with the International Labour Organization's (ILO) standards.

2. Environment

The environmental commitments set out here are subject to the principle of proportionality and take a risk- and impact-based approach. The requirements here are to be applied in an appropriate manner, taking into account the supplier's size and type of operation, along with the nature, scope and complexity of activities.

- a. There is compliance to local environmental laws.
- b. A clear policy commitment is in place to address environmental

- considerations.
- c. Where relevant, an environmental management system is in place – either compliant to or based on ISO 14001.
 - d. Seasalt Group may include specific environmental requirements for products in tenders and contracts. Supplier must comply with these requirements to be considered.

3. *Anti-corruption*

- a. A high level of business integrity is maintained, with compliance to all applicable laws and regulations concerning **bribery, corruption, fraud**, intellectual property rights, money laundering, tax evasion and competition. **Conflict of interest**, gifts and hospitality are governed through policies and guidelines.
- b. A **complaint mechanism** or whistle-blower system is available for all employees to report workplace grievances and potential breaches of policy.

Compliance

In cases where a supplier does not comply with these Requirements, Seasalt Group will initiate a dialogue to clarify the circumstances. Following this, the supplier must either comply to the Requirements or agree a corrective action plan.

We reserve the right to audit suppliers' compliance with these Requirements and the correctness of information provided, including from subcontractors as relevant.

Should a supplier have provided incorrect information or be unable to remedy a non-compliance within the agreed timeframe, we reserve the right to end the business relationship. The supplier is not entitled to any compensation for such termination and is solely responsible for all expenses incurred to comply with these Requirements.

The supplier has a duty to proactively report any deviations from this code to the relevant Seasalt Group company.