



Code of Conduct for Suppliers to INFRAMARK:

This Supplier Code of Conduct defines the basic requirements placed on suppliers of goods and services to Inframark LLC concerning their responsibilities towards their stakeholders and the environment. INFRAMARK reserves the right to change the requirements of this Supplier Code of Conduct. In such an event INFRAMARK expects the supplier to accept such reasonable changes.

The supplier declares herewith:

- **Ethical conduct**
 - to conduct its business activities ethically and with commercial integrity.
- **Legal compliance**
 - to comply with all applicable laws and regulations and other requirements.
- **Prohibition of corruption and bribery**
 - to not tolerate or engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official or IWIS employee for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, gender, or age;
 - to respect the personal dignity, privacy and rights of each individual;
 - to refuse to employ or make anyone work against his or her will;
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - to prohibit behavior including gestures, language, and physical contact that is sexual, coercive, threatening, abusive, or exploitative;
 - to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - to comply with the maximum number of working hours laid down in the applicable laws;
 - to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
- **Prohibition of child and prison labor**
 - to prohibit the use of child, prison, or forced labor in all of its operations anywhere in the world.
- **Health and safety of employees**
 - to provide a safe workplace in compliance with applicable safety, health and sanitation laws and regulations;
 - to take responsibility for the health and safety of its employees;
 - to control hazards and take the best reasonably possible precautionary measures against accidents, injuries and occupational diseases;
 - to provide training and ensure that employees are educated in health and safety issues;
 - to establish or use a reasonable occupational health and safety management system.
- **Environmental protection**
 - to act in accordance with the applicable statutory and international standards regarding environmental protection;
 - to minimize environmental pollution and make continuous improvements in environmental protection;
 - to establish or use a reasonable environmental management system.
- **Supply chain**
 - to use reasonable efforts to promote compliance with this Code of Conduct among its suppliers;
 - to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- **Carbon footprint**
 - to be prepared to capture and in the future report the carbon footprint of its business and its activities.