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Supplier Social Responsibility Code

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Sii conducts its business in accordance with the principles of social responsibility and business ethics in its relationships with employees, clients, and suppliers. Since 2014, Sii Group has been a signatory to the Responsible Supplier Relations and Purchasing Charter (RFAR), promoting sustainable cooperation based on transparency, loyalty, respect for contractual commitments, and the integration of social, environmental, and territorial issues.

This Supplier Social Responsibility Code aligns with ISO 20400 on responsible procurement and sets out the principles applicable to all Sii Suppliers.

As a Sii Supplier, we commit to comply with the following principles:

Ethical Business Conduct and Anti-Corruption

Our Company acts in accordance with applicable laws, particularly in the fight against corruption in all professional relationships.

We strictly prohibit all forms of corruption, bribery, fraud, influence peddling, and anti-competitive practices. Gifts and invitations are allowed only exceptionally (e.g., during official business events) and must not influence business decisions. We train employees on ethics and anti-corruption measures, especially in high-risk areas.

We comply with the rules of fair competition and avoid actual and potential conflicts of interest that could affect impartiality in cooperation with Sii. We commit to informing Sii of any investigations or proceedings related to ethical breaches.

Fair Business Practices

Our business is conducted in a fair, transparent, and responsible manner, ensuring ethical relationships with customers, suppliers, and competitors and avoiding abuse and unfair practices. We select suppliers based on objective and transparent criteria, ensuring equal opportunities, including for Diverse Suppliers. Negotiations are conducted ethically and with respect for business partners. Clear and precise contracts are concluded, and payments are made in a timely manner. We regularly monitor cooperation, and feedback is used to continuously improve processes and relationships.

Our financial records are complete, accurate, and auditable, ensuring transparency and the timely disclosure of financial and non-financial (ESG) information in accordance with applicable local, European, and international laws.

We comply with regulations governing the import and export of goods, software, data, technology, and services, as well as with national, European, and international sanctions, including export restrictions and trade bans, ensuring that neither our actions nor those of our employees cause Sii to breach these regulations.

All intellectual property rights, including copyrights, patents, and trademarks, are respected and protected from misuse or loss. Technology transfer and know-how are managed in accordance with applicable laws.

We ensure that we do not use counterfeit parts and take measures to prevent their introduction into the supply chain

Security, Confidentiality, and Data Protection

The security and protection of personal data and confidential information are ensured through appropriate technical, organizational, and legal safeguards, including an Information Security Management System (e.g., ISO 27001). We also comply with all applicable data protection regulations, including GDPR in the European Economic Area. Personal data are processed only for defined purposes. In the event of a data breach, Sii is notified within 48 hours and corrective actions are taken.

Human and Labour Rights

Our company respects and promotes fundamental human rights and the highest labour standards, complying with all applicable local laws and international standards, including the conventions of the International Labour Organization (ILO). Forced, compulsory, or child labour is not used, and all employment relationships are lawful and transparent.

We create a work environment in which every employee is treated with dignity, fairness, and respect, free from discrimination, harassment, abuse, or bullying. Safe, healthy, and decent working conditions are ensured, and working hours, breaks, and leave comply with applicable laws and best practices. Any form of discrimination in recruitment or in relations with employees, customers, or suppliers is prohibited, including discrimination based on race, skin color, national origin, age, sex or gender, sexual orientation, religion, health, political opinion, or social status.

Employment terms are clearly documented in a language understood by the employee, personal documents are never retained without consent, and remuneration is fair, timely, and at least at the legal minimum, ensuring decent living conditions. Employees have the right to freely associate in accordance with applicable law, including trade unions or employee groups, and such activities are not hindered.

Transparent and respectful dialogue is maintained with affected communities to minimize the negative impacts of our activities. Our company respects the right to natural resources, including land, forests, and water, and ensures that no operations result in forced evictions or violations of the rights of local communities or indigenous peoples. When private or public security forces are used, their conduct is ensured to be lawful, proportionate, and respectful of human rights, with no involvement in abuses.

Through these practices, our company demonstrates a genuine commitment to respecting human rights, ethical labour standards, and social responsibility at every level of the organization, fostering a workplace culture based on integrity, fairness, and employee well-being.

Environmental Responsibility

Responsible environmental practices aligned with European sustainability requirements (CSRD) are adopted across our value chain: we prevent, mitigate, and remediate environmental impacts in accordance with applicable regulations.

In this context, we commit to:

- comply with all applicable environmental laws and regulations,
- limit the environmental impact of our activities, products, and services throughout their life cycle and actively contribute to climate change mitigation,
- measure greenhouse gas (GHG) emissions each year in accordance with the GHG Protocol methodology, including emission intensity indicators by turnover and by FTE,
- establish science-based targets for reducing GHG emissions,
- adopt renewable energy and energy efficiency measures,
- implement responsible water and wastewater management practices,
- reduce waste, promote recycling, and ensure responsible management of chemicals and waste electrical and electronic equipment (WEEE), including proper handling, secure storage, control, and safe disposal of hazardous substances,
- protect, monitor, and manage biodiversity, soil and air quality, water resources, and noise, and uphold animal welfare standards in all operations involving animals,
- develop eco-designed products and services,

Sustainable IT

We use environmentally friendly software and responsible hosting solutions. We extend the lifecycle of IT equipment, promote its reuse, and ensure proper handling of waste electrical and electronic equipment (WEEE) in compliance with applicable regulations. At the same time, we ensure the accessibility of digital services and support the development of digital skills within our teams.

Reporting Violations

Our stakeholders and employees are provided with secure and confidential channels for reporting violations. Protection of whistleblowers is guaranteed, reports are handled fairly, and appropriate actions are taken without exposing reporting persons to retaliation.

As a Sii stakeholder, irregularities may be reported through Sii's Alert Platform: <https://sii.integrityline.fr/>, where Sii ensures whistleblower protection and commits to fair investigation and corrective measures.

Sustainable Supply Chain

Our company takes all reasonable steps to ensure that suppliers and subcontractors, including tier-1 suppliers, adhere to the provisions of this Supplier Social Responsibility Code. Compliance is actively monitored and enforced, guaranteeing that legal, social, environmental, and ethical standards are consistently maintained throughout the supply chain.

Acknowledgment

We commit to implementing a CSR policy addressing environmental, social, and ethical aspects, based on applicable laws and the principles of the UN Global Compact, the Universal Declaration of Human Rights, and the Fundamental Conventions of the International Labour Organization (ILO). It should reflect a proactive approach and demonstrate the implementation of ESG measures.

At Sii's request, ESG data will be provided via a Self-Assessment Questionnaire or participation in ESG assessments conducted by third parties (e.g., EcoVadis, ISO 26000, CDP).

By signing below, we acknowledge our understanding and commitment to comply with this Code. In each collaboration, we accept the provisions of this Code, the current version of which, including any updates, is always available on Sii's website.

Definitions

Responsible purchasing	Procurement that generates the most positive environmental, social, and economic impacts throughout the product or service life cycle while minimizing negative effects.
Sii Supplier	A natural person, legal entity, or organizational unit without legal personality that fulfills Sii's needs based on an Order or Agreement related to the requested goods or services.
Diverse Suppliers	A supplier that is at least 51% owned, operated, and controlled by individuals from historically underrepresented or disadvantaged groups, such as women, minorities, veterans, persons with disabilities, or LGBTQ+ individuals.

Date of signing and Signature of person responsible