



SUPPLIER CODE OF CONDUCT

Legal Compliance

The supplier and its employees are expected to comply with the requirements provisions of the laws and regulations in each jurisdiction where the supplier operates.

Labour

The supplier to comply, as a minimum, with all applicable local laws and regulations related to labour and employment including, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organise and collective bargaining.

Child Labour

The supplier will not use child labour employees under the age of 15 years old). For employment or work, which by its nature or circumstances is not suitable for a person under the age of 18 years old, child labour shall mean employees under the age of 18 years old.

Forced or Compulsory Labour

The supplier is expected not to exact any work or service from any person under the menace of any penalty. Employees must be free to leave work or terminate their employment with reasonable notice, and they are not required to surrender any government issued identification, passports or work permits as a condition of employment.

Freedom of Association

The supplier to recognise the principle of freedom of association and the right to collective bargaining.

Respect and Dignity

The supplier to treat all employees fairly, ethically, respectfully and with dignity. The supplier must protect its employees from harassment, bullying and victimisation in the workplace, including all forms of sexual, physical and psychological abuse.

Discrimination

The supplier is expected to offer equal employment opportunities and compensation without any discrimination, unless such discrimination is based on the inherent requirements of the job or in the course of a program to promote diversity.

Health & Safety

The supplier must comply with all applicable health and safety laws, regulations and standards to provide a safe and healthy workplace to its employees. Apply for and maintain OHSAS 18001 or equivalent certification. Systematically evaluate its health and safety performance through appropriate audits and report progress.

Environment

The supplier must comply with all applicable environmental laws, regulations and standards. The supplier shall strive to reduce the impacts of its activities and products on the environment.

Anti-Corruption

Supplier to comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Furthermore, the supplier must never make or approve an illegal payment to anyone under any circumstances.

Conflict of Interest / Ethics

Disclose any actual or potential conflict of interest, and discuss it with any activity that is approved.

Governance

Compliance with the principles contained in the Supplier Code is a criteria that is taken into consideration in Solo Rail Solutions supplier selection process.

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