



THE SUPPLIER CODE OF CONDUCT OF SSAU



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Stavropol

2023



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### 1. GENERAL GOALS

1.1. When purchasing goods, works and services, SSAU actively cooperates with organizations in all sectors both in the Russian Federation and around the world, adhering to high ethical standards, principles of open and honest business conduct, as well as a firm focus on its sustainable development.

1.2. Sustainable development is an integral part of SSAU's corporate strategy. In its current activities, SSAU takes full responsibility for sustainable development and all its components: occupational safety and industrial safety, corporate governance, business ethics and environmental protection.

1.3. For SSAU, sustainable development means providing people and industry with clean and affordable energy, creating value and opportunities for society through tax deductions, creating comprehensive support for local communities in the region of presence, respect for human rights, minimizing negative environmental impacts, including optimizing and improving approaches to environmental protection, as well as conducting procurement activities based on the principles of human rights protection, compliance with the fundamentals of business ethics, anti-corruption and environmental protection.

### 2. COMPLIANCE WITH THE CODE BY SUPPLIERS

3.1. SSAU expects Suppliers to:

compliance with the principles of open and honest business conduct, business ethics and sustainable development, as well as the principles of the United Nations Global Compact, the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work and applicable legislation in the field of ecology and industrial safety;

compliance with the provisions of the Code, including through the adoption and implementation of the supplier's own code of conduct, which includes the main provisions set out in the Code;

ensuring compliance with the provisions of the Code in relation to:

- their employees;

- controlled companies;

- contractors with whom contracts are concluded that are necessary for the execution of contracts concluded by Suppliers with SSAU.

3.2. SSAU encourages Suppliers to broadcast the provisions of the Code to their counterparties.

### 4. LABOR RELATIONS



4.1. SSAU shares the principles of social partnership in its relations with its employees and strives to be a responsible employer not only by observing the applicable law, but also by assuming a number of voluntary obligations regarding the development, training, social support and encouragement of employees. SSAU expects Suppliers to adhere to such principles.

4.2. SSAU expects Suppliers to:

recognition of freedom of association and promotion of the right to collective bargaining and freedom of speech, prevention of obstacles to the exercise by employees of their labor rights, freedoms and legitimate interests and their protection by all means not prohibited by law;

prevention of the use of child and forced labor;

ensuring working conditions without discrimination and harassment. Non-discrimination of people on racial grounds, skin color, sexual orientation, nationality, disability, religion, political views, trade union membership and other discriminatory grounds in accordance with applicable law;

ensuring the provision of fair and objective wages, benefits and other employment conditions in accordance with applicable law;

ensuring safe working conditions that comply with the regulatory requirements of occupational safety, including housing conditions (if required by applicable law);

implementation of measures to improve working conditions, occupational safety and reduce levels of occupational risks.

## 5. HUMAN RIGHTS

5.1. SSAU expects Suppliers to adhere to the principles of respect for human rights in relation to their employees, as well as any third parties, respect for their honor and dignity, as well as social responsibility towards local communities in the regions of presence.

5.2. SSAU expects Suppliers to:

compliance with the requirements of applicable law in the field of human rights protection and the rights of local communities in the regions of presence;

Upholding the principles set forth in the Universal Declaration of Human Rights and the principles of the United Nations Global Compact;

respect for human dignity and the rights of its employees, as well as any third parties;

making an economic and social contribution to the development of the regions of presence, providing comprehensive support to local communities in the regions of presence, as well as respect for their cultural heritage and traditions;

ensuring the confidentiality of personal data and processing them in accordance with applicable law.

## 6. ENVIRONMENTAL PROTECTION, INDUSTRIAL SAFETY AND LABOR



## PROTECTION

6.1. SSAU expects Suppliers to adhere to the principles of responsible attitude to occupational safety and health, environmental protection and the use of natural resources.

6.2. SSAU expects that in the production and supply of goods, performance of works, provision of services, Suppliers:

- comply with applicable law in the field of environmental protection, labor protection, industrial and fire safety;
- comply with the requirements of the agreements concluded with SSAU concerning environmental protection, labor protection, industrial and fire safety.

## 7. COMPLIANCE WITH BUSINESS ETHICS

7.1. SSAU expects Suppliers to comply with the principles of ethical and honest business conduct.

7.2. SSAU expects Suppliers to:

- comply with applicable law when fulfilling their obligations under contracts concluded with SSAU;
- preventing the commission of any types of corruption offenses and acts related to the legalization (laundering) of proceeds from crime, as well as compliance with the requirements of the Anti-Corruption Policy of SSAU and similar acts of its controlled companies; prevention of actions or omissions that give rise to conflicts in business relations. Striving to resolve the conflicts that have arisen on the basis of a balance of interests of participants in business relations;
- establishing a ban on the misuse of confidential information and preventing its misuse. Compliance with the requirements of agreements and contracts concluded with SSAU concerning the protection of confidential information; conducting competition fairly and in accordance with antitrust and competition laws.