

Code of Conduct for Suppliers

This document sets out the fundamental standards and expectations that suppliers must meet to safeguard the rights and well-being of workers. Promoting fair working conditions, protecting vulnerable groups, and preventing exploitation are central principles. By providing clear guidelines, we aim to foster a responsible and sustainable partnership in which respect for human dignity and legal frameworks take precedence.

No child labour

Suppliers must not employ, directly or indirectly, any children who are younger than the minimum age for completing compulsory education as established by law, which must not be below the age of 15. Any form of exploitation of children is prohibited. Working conditions resembling slavery or that are harmful to the health of children are not permitted. Suppliers must implement robust age verification mechanisms as part of the recruitment process, which must in no way be degrading or disrespectful to the worker. This principle is intended to protect children from all forms of exploitation.

Protection of young workers

The rights of young workers (under 18 years of age) must be protected. Suppliers must ensure that young workers do not work at night and that they are protected from working conditions that are harmful to their health, safety, or development.

No precarious labour

Suppliers must ensure that (a) employment relationships do not create insecurity or social or economic vulnerability for workers; and (b) work is performed on the basis of a recognised and documented employment relationship, established in accordance with applicable legislation, or, in the absence thereof, in line with custom, practice, or international labour standards.

No forced labour

Suppliers must not engage in any form of forced labour, bonded labour, or labour obtained through human trafficking. Suppliers may be considered complicit if they benefit from such forms of labour used by their business partners. Suppliers must exercise particular diligence when recruiting and deploying migrant workers, both directly and indirectly. Suppliers must ensure that workers are not subjected to inhumane or degrading treatment, corporal punishment, mental or physical coercion, and/or verbal abuse.

Non-Compliance and Termination

If a supplier fails to comply with the requirements of these Standards, the supplier must take corrective measures without delay. SYNRG/CNSTRCT will determine whether these measures, as well as the timeframe for implementation, are adequate and sufficient to remedy the non-compliance. If a supplier fails to comply with these Standards, this will be regarded as a material breach of any agreement or contract with SYNRG/CNSTRCT, and SYNRG/CNSTRCT will have the right to terminate such agreement(s). SYNRG/CNSTRCT reserves the right to terminate its relationship with a supplier immediately in the event of violations of these Standards by the supplier or its

subcontractors. If SYNRG/CNSTRCT terminates the relationship (including one or more contracts) due to non-compliance with these Standards, SYNRG/CNSTRCT will not be liable for any compensation.