



Secil Supplier Code of Conduct

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Shaping ideas

Table of contents

Occupational health & safety, and security	3
Working Conditions	4
Freedom of association and non-retaliation	5
Forced Labour & Child Labour	5
Non-discrimination	6
Environmental regulatory compliance	6
Management of environmental impacts	7
Bribery and corruption	7
Transparency and Integrity	8



Secil Supplier Code of Conduct

Secil is committed to complying with high social, environmental, and H&S (Health & Safety) standards. We establish mutually beneficial relationships with our suppliers, through collaborative work and strategic partnerships to ensure value creation for all parties.

We expect our Suppliers to commit accordingly to same standards we ourselves commit to. Suppliers must comply with local and national laws, requirements and regulations. Furthermore, we expect Suppliers to adhere to the standards listed below:

Occupational health & safety, and security

The SECIL Group considers Health and Safety as fundamental values to be integrated into all its activities. The Group is committed to achieve zero harm to its workforce, contractors and communities.

Suppliers shall provide a safe and healthy workplace and conditions for their employees or contractors and therefore will not tolerate any circumstance that puts the life or health of workers at risk. Suppliers must be compliant with local and national laws and regulations on occupational Health and Safety (H&S), and have the required permits, licenses and permissions granted by local and national authorities.

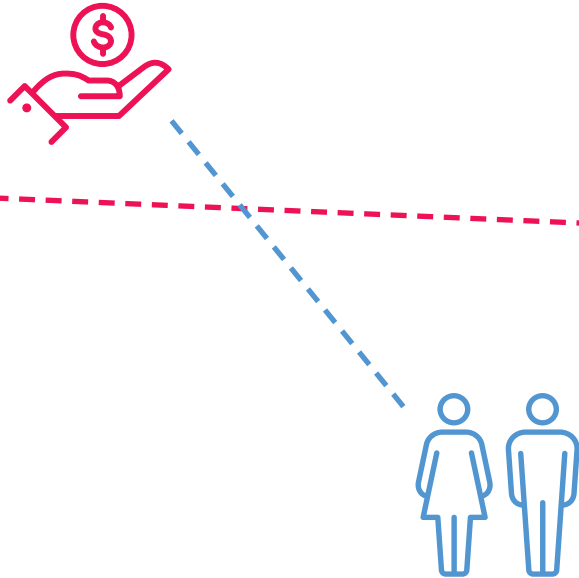
Suppliers shall ensure that all necessary security arrangements are in place to protect their employees, contractors performing work at their sites, as well as the suppliers' own assets.



Working Conditions

Secil is committed to its responsibility to protect human rights. We ensure fair employment conditions and compliance with applicable labour and employment laws and expects all our business partners to do so too.

Suppliers shall uphold fair and decent working conditions. Workers shall be paid at least the minimum wage stipulated by national law and benefit from social security schemes according to national legal standards. Should there be no legal minimum wage in the country of operation, fair and decent conditions imply suppliers shall pay their workers taking into consideration the general level of wages in the country, the cost of living, social security benefits, and the relative living standards.



Freedom of association and non-retaliation

Suppliers should not interfere with workers' freedom of association. Workers' representatives should not be subject to discrimination or termination of contract in retaliation for exercising employee rights, submitting grievances, participating in union activities, or reporting suspected legal violations.

Slavery, forced labour or child labour

Suppliers shall not use work that is performed involuntarily under threat of penalty, including forced overtime, human trafficking, debt bondage, forced prison labour, slavery or servitude. Suppliers shall not withhold migrants' workers' identification documents.

Suppliers shall not employ children at an age where education is still compulsory. Children under the age of 18 or below the legal minimum age, shall not be employed.



Non-discrimination

There shall be respect for internationally recognized human rights and suppliers ensure that they are not complicit in any human rights violations, harassment or discrimination against employees. This includes but is not limited to origin, gender, race, language, religion, sexual orientation, territory of origin, political or ideological convictions, education, economic situation or social condition, disability or age.

Furthermore, we reject any form of moral or sexual harassment, threats and physical or psychological aggression, and expect our suppliers to refrain from adopting any behaviour that could be construed as moral or sexual harassment, threats and physical or psychological aggression.

Environmental regulatory compliance

Secil is committed with the highest standards for Environmental and biodiversity protection through a responsible use of natural resources and energy, supporting circularity throughout the business life cycle.

Supplier operations are expected to include at minimum compliance with all applicable laws and regulations in the country concerned and will be carried out with due diligence and care for the environment.

All products and services delivered are expected to meet an environmental, biodiversity, quality and safety criteria, ensuring the safe management of waste, air emissions and wastewater discharges along its own supply chain.

Management of environmental impacts

Suppliers should manage their environmental impacts with respect, in regard to, energy, materials and climate change-related issues, water, waste, chemicals, air pollution and biodiversity, and set objectives and targets to reduce such impacts.

Suppliers identified as having a high environmental impact should act and demonstrate proof of continuous improvement towards implementing and applying a recognized environmental management system.

Secil is very committed with decarbonization in all its supply chain, as such we cherish and support CO2 reductions initiatives from our suppliers.

Bribery and corruption

Compliance with high business ethics and personal integrity standards is one of the Group's key pillars, and a critical element of its strategy.

Suppliers shall comply with all applicable anti-corruption laws and regulations. Suppliers shall not pay bribes or make any other inducement (including facilitation payments, gifts, grants or donations) in relation to their business dealings with customers. Suppliers are expected to perform all business dealings transparently and these dealings shall be accurately reflected on their business books and records. Suppliers shall not hire third parties to do something they are not allowed to do themselves, like paying bribes.



Transparency and Integrity

Suppliers are expected to provide relevant information and documentation on the above issues upon request, safeguarding integrity as well as a relationship of mutual trust. While this does not include any commercially sensitive information, all information that suppliers may provide to demonstrate commitment to the sustainable supply chain principles will be treated discretely and with confidentiality, to enhance opportunities for further improvements on all fronts.

Safeguarding of these standards is a long-term learning and development process. We will work together with our suppliers towards compliance and will continually review and revise these principles.





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