



Global Sustain Group Suppliers Code of Conduct

The Global Sustain Suppliers Code of Conduct (the “Code”) outlines the minimum requirements and expectations for the ethical and responsible behavior of Global Sustain suppliers. These standards apply to all suppliers of goods and services to any Global Sustain business and entity, regardless of location. Upon delivery of any good or service to Global Sustain, all suppliers confirm that they comply with the minimum policies and standards contained in this Code. Global Sustain reserves the right to immediately discontinue business relationships with suppliers who violate any policy or standards contained in this Code.

1. The Code applies to all Global Sustain suppliers (with few exceptions where appropriate, such as occasional and extraordinary purchases), and employees, who have direct and/or indirect relationship with its suppliers.
2. Global Sustain relationship with its suppliers is characterized by integrity, honesty, consistency, prudence, trust and fair treatment for all.
3. Global Sustain suppliers must comply with all relevant laws and regulations of the countries they operate.
4. Global Sustain requires its suppliers to ensure the rights of their employees, not to employ child and/or forced and/or compulsory labor, to adopt non-discriminatory employment practices, to respect labor and social security provisions and to ensure a decent, safe and healthy working environment.
5. Global Sustain requires suppliers to demonstrate high standards of business ethics, reliability, integrity, modesty and assumes absolute transparency in all dealings with them, based on Global Sustain zero tolerance to corruption.
6. No Global Sustain employee shall accept direct and/or indirect gifts or benefits (either financial and/or in kind), from suppliers, which attempt to influence business decisions, based on Global Sustain zero tolerance to bribery and corruption.
7. Supplier selection may include criteria such as support of local suppliers, innovation, outstanding quality of products and services, and the long-term added value to Global Sustain and its stakeholders.
8. Global Sustain invites its suppliers to demonstrate environmental, social and governance responsibility and get involved, when possible, in relevant actions and awareness initiatives, especially in communities where Global Sustain operates.
9. Global Sustain encourages synergies between its suppliers, as part of its members-to-members initiatives, in order to examine proposals and cooperation possibilities based on mutual benefit, both for Global Sustain and for its suppliers and stakeholders.
10. Violation of the Code’s principles by any Global Sustain employee may result to the dismissal of the employee, while a breach of the Code principles by a supplier may result to the termination of cooperation with the supplier.
11. As a signatory to the United Nations Global Compact, Global Sustain encourages its suppliers to control their own supply chain and adopt relevant codes of conduct for their suppliers.

Contact information regarding the Code: Global Sustain Suppliers Department, Email: accounting@globalsustain.org.

The Code is publicly available at the Global Sustain official website www.globalsustain.org and may be amended, modified or waived by Global Sustain without prior notice.

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