

# Supply Chain Code of Conduct

Sonik is committed to high standards of business ethics, as reflected in our issued Code of Ethics, and to best practice and continuous improvement in the broader sustainability performance of our business and projects. We are supporting to the United Nations Global Compact, which aligns our practices with the ten universally accepted principles in the areas of human rights & social policy, OHS, environmental performance and anti-corruption.

Sonik believes that our Suppliers and Contractors are increasingly important in our sustainability as well as our business and technical performance. For this reason we bind them to following this Code of Conduct. We expect them, as a minimum, to comply with the law and operate to internationally recognized standards and appropriate codes of practice. In addition, we encourage them to adopt our preferred standards and will actively engage and support those who do so.

Our minimum and preferred requirements for Suppliers and Contractors are set out in the following table:

AS A MINIMUM	PREFERRED
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## Corporate Governance and Ethics (Anti-Corruption)

Sonik favours Suppliers or Contractors who share our commitment to corporate responsibility:

<ol style="list-style-type: none"> <li>1. Strict compliance with all local and national laws and regulations on bribery, corruption and prohibited business practices;</li> <li>2. Business conducted in accordance with high ethical standards;</li> <li>3. A formal complaints management process for employees and members of the communities in which they operate or provide services to;</li> <li>4. Timely and balanced disclosure of material matters concerning services provided by the Supplier or Contractor to Sonik Interiors Ltd.</li> </ol>	<ol style="list-style-type: none"> <li>1. Management systems (policies, plans, accounting and reporting mechanisms and performance measures) which provide for compliance assurance and continual improvement;</li> <li>2. An Employee Code of Conduct;</li> <li>3. Reporting externally on social, ethical and environmental performance;</li> <li>4. Effective and transparent allocation of responsibilities between Board and Management, where an applicable organizational structure exists.</li> </ol>
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## Human Rights & Social Policy

Sonik favours Suppliers and Contractors who share our commitment to human rights and fair employment practices:

<ol style="list-style-type: none"> <li>1. Compliance with all relevant local and national laws and regulations with regard to employment practices, benefits, health and safety and anti-discrimination;</li> <li>2. A workplace free of direct or indirect discrimination, harassment or bullying on the grounds of gender, age, race, nationality or ethnic origin, disability or other bias;</li> <li>3. Not using child or forced labour in any form and providing fair pay and working conditions, including adequate rest periods and leave.</li> </ol>	<ol style="list-style-type: none"> <li>1. Written labour/workplace management policies and standards;</li> <li>2. Committed to the provision of training and development for employees;</li> <li>3. Considering the needs of, risks to and requests made by employees, as stakeholders in the operation of the business.</li> </ol>
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**Occupational Health and Safety (OHS)**

Sonik favours Suppliers or Contractors who are committed to maintaining and improving the work environment so that it is safe and healthy for all staff and visitors:

<ol style="list-style-type: none"><li>1. Compliance with all relevant local and national health and safety laws and regulations;</li><li>2. A written health and safety policy and standards;</li><li>3. A documented system to identify risks and reduce work-related injury and illness.</li></ol>	<ol style="list-style-type: none"><li>1. Certification to OHSAS 18001 or recognised national standard;</li><li>2. Committed to the provision of OHS training and development for employees;</li><li>3. A written emergency response plan (ERP), to minimize harm to employees, the local community and local environment in the event of a site disaster.</li></ol>
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**Environmental Performance**

Sonik favours Suppliers or Contractors who conduct their business operations in a way that protects and sustains the environment:

<ol style="list-style-type: none"><li>1. Compliance with all relevant local and national environmental laws and regulations; this includes environmental permit and reporting requirements;</li><li>2. A written environmental policy;</li><li>3. A written environmental management plan to identify risks from their activities and minimize their impacts on the environment.</li></ol>	<ol style="list-style-type: none"><li>1. Certification to ISO 14001 or recognised national standard;</li><li>2. Environmental objectives and targets;</li><li>3. Report publicly on environmental indicators;</li><li>4. Take responsibility for their products, processes and services throughout their lifecycle, including product stewardship and extended producer responsibility;</li><li>5. Offer, or are willing to develop, products and services with a reduced environmental impact.</li></ol>
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