



WE LIVE BY OUR CODE

>> What we expect from

Our business partner



SVI Sustainable Code of Conduct

for our Business Partner | SVI Group

PREAMBLE

Sustainable code is an integral part of SVI Group with a purpose sustainability strategy. SVI Group is committed to delivering quality products with honesty and environmental and social responsibility, which considers corporate governance and sustainable development in every aspect of the business operation.

This Sustainability code describes our expectations and approach for ensuring sustainable practices throughout our global supply chains, engaging with our communities to support well-being and address global sustainability challenges.

The written expectations in this document are based on existing, globally recognized principles of the United Nations (UN) Global Compact, we remain aligned with the United Nations (UN) Sustainable Development Goals (SDGs).

Table of Contents

PREAMBLE

1. BUSINESS ETHICS	4
Business Integrity	
Data Privacy, Confidentiality, Intellectual Property and information security	
Rights of Minorities and indigenous people	
Use of private or public security forces	
Responsible sourcing of material and Product Sustainability	
2. LABOR AND HUMAN RIGHTS.....	6
Human Rights, Women Rights, LGBTQ+People	
Freely Chosen Employment	
Child Labor & Youth Employment	
Forced Labor & Human Trafficking	
Wages & Working Hours	
Non-Discrimination	
Freedom of association & right to collective Bargaining	
Fair Treatment	
Conflict of Interest	
Diversity, Equity, and Inclusion	
Sexual Discrimination	
3. OCCUPATIONAL HEALTH & SAFETY.....	8
Safety and the working environmental	
Occupational health, injury, and work-related illnesses	
4. ENVIRONMENTAL.....	9
Environmental Management	
Chemical and Hazardous Materials and Product Compliance	
Sustainable Resource Use	
Waste and Pollution Management	
Climate Change and Greenhouse Gas Emissions	
Biodiversity , Water and Soil	

1. BUSINESS ETHICS

>>> You, as our business partner, conduct your business in an ethical manner and act with integrity. Ethical requirements include the following:

Business Integrity	We do not tolerate any form of corruption, extortion, embezzlement and must not offer bribes, kickbacks or other improper, undocumented payments for the purpose of garnering favorable treatment by a third party, including any governmental entity. We expect our business partner to conduct their business in consistency with fair practices in compliance with all applicable anti-trust laws. The business partner shall ensure that it avoids any form of conflict of interest and operates honestly and ethically throughout the supply chain and in accordance with applicable laws, including those laws pertaining to anti-competitive business practices, export control and economic sanctions and financial responsibility. We expect our business partner to provide means for all workers to report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment.
Data Privacy, Confidentiality, Intellectual Property and information security	We expect our business partner to safeguard and only process personal data as required and in compliance with contractual obligations and take appropriate measures to protect from misuse. The business partner shall protect the confidentiality and integrity of the SVI Group information and follow international best practice for cybersecurity, including monitoring processes to protect SVI Group information from cyber-attacks or cyber-incidents and respect of intellectual property rights including no counterfeit parts and implement proper measures to protect intellectual property rights.
Rights of Minorities and indigenous people	We expect our business partner to respect the principle of the UN Declaration on the Rights of Indigenous People and not participate in unlawful land eviction and/or deforestation and take specific care in the regions affected by water scarcity or biodiversity loss and without affecting the rights of the local population, minorities and indigenous people, in particular concerning the land, deforestation, access to water and resource management.

Use of private or public security forces

We expect our business partner to carefully manage and oversee how security forces are used in their operations, ensuring compliance with legal standards and ethical guidelines.

Responsible Sourcing of Materials and Product Sustainability

We expect our business partner to ensure that products supplied to SVI Group do not contain metals derived from minerals or their derivatives originating from conflict regions that directly or indirectly finance or benefit armed groups. We expect our business partner to comply with all applicable laws and regulations regarding ethical material sourcing, including those with respect to raw materials and production processes.

2. LABOR & HUMAN RIGHTS

>>> You as our business partner shall respect labor rights and treat labor fairly, in accordance with international standards with the following:

Human Rights	We expect our business partner to support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuse.
Woman Rights	We expect our business partner to support and respect to the rights that every woman is entitled to in living, working, and expressing opinions without discrimination or oppression, whether in social, economic, political, or familial contexts. This includes the right to access educational, employment, and healthcare opportunities, to receive fair c.
LGBTQ+ People	We expect our business partner to support and respect to persons with sexual orientations different from the heterosexual norm, such as lesbians, gays, bisexuals, transgender individuals, other forms of gender identity, and those who identify as queer or questioning.
Freely Chosen Employment	We expect our business partner to not use forced, bonded, indentured or involuntary prison labor in our supply chain and to allow workers to freely leave or terminate their employment.
Child Labor & Youth Employment	We expect our business partner to avoid any sort of child labor in their business operations. The minimum age shall be according to national labor law, or if national law is insufficient, according to core standards of the international labor organization.
Forced Labor & Human Trafficking	We expect our business partner not use forced labor or involuntary prison labor, engage in or foster any form of human trafficking.
Wages & Working Hours	We expect our business partner to comply with appropriate working hour requirements, minimum wages, and overtime wages as established by national law.
Non-Discrimination	We expect our business partner to maintain a work environment that respects the dignity and worth of each individual and not discriminate on the basis of any protected factor or activity, as defined by applicable law.

Freedom of Association & Right to Collective Bargaining

We expect our business partner to respect the freedom of association and the right to engage in collective bargaining in accordance with local laws.

Fair Treatment

We expect our business partner to provide workplace free of harsh and inhumane treatment, without sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion of any kind, and without unreasonable restrictions on entering or existing of company provide facilities.

Conflict of Interest

We expect our business partner shall report to SVI Group any situation that may appear as a conflict of interest, and disclose to SVI Group.

Diversity, Equity and Inclusion

We expect our business partner to respect the people they employ directly or indirectly and offer a safe workplace that is free from discrimination, harm, intimidation, harassment or fear.

Sexual Discrimination

We expect our business partner to avoid the unfair treatment of individuals based on gender, gender identity, or sexual orientation, which constitutes a violation of human rights and must be avoided and opposed in all instances by the organization.

3. OCCUPATIONAL HEALTH & SAFETY

>>> You as our business partner shall provide a safe and hygienic work environment in accordance with the law or regulations related to employees and should continue to improve on doing so with the guidelines being as follows:

Safety & Working Environment

We expect our business partner provide an appropriate working environment with the correct standard in occupational health and safety, which must include informing employees regarding the dangers that may arise from work and must also assess risk control, by using safety equipment in accordance with the engineering control and management standards, as well as proactive protection measures, while also performing safe work procedures. If adequate control for safety is unable to be achieved, and must provide personal protective equipment to employees.

Occupational health, Injury and Work-related illnesses

We expect our business partner provide hygienic facilities for their employees and conduct proper maintenance, while also implementing measures and systems to manage, monitor and report work related injuries/illnesses. This should include reporting of near accidents, as well as reporting substandard working conditions or practices.

4. ENVIRONMENTAL

>>> You as our business partner shall operate in an environmentally responsible and efficient manner to minimize adverse environmental impacts.

Environmental Management

We expect our business partner shall document and implement a relevant environmental management system (based on international standards such as ISO 14001, designed to identify, control and mitigate significant environmental impacts. We expect our business partner to obtain, keep current and follow the reporting guidelines of all required environmental permits and registrations, and be always legally compliant.

Chemical and Hazardous Materials and Product Compliance

We expect our business partner shall identify and manage to ensure their safe handling, movement, storage, recycling or reuse and disposal. Also, reduction of such chemical and materials shall be planned. All products shall adhere to applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances.

Sustainable Resource Use

We expect our business partner to use resources efficiently, including water, energy, and raw materials. Suppliers should strive to reduce the consumption of natural resources, improve energy efficiency, and use renewable resources whenever possible.

Waste and Pollution Management

We expect our business partner to monitor, control and treat wastewater and solid waste generated from operations, industrial processes as required by applicable law and regulation. Waste of all types, including water, noise and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance, facility processes, material substitution, conservation, recycling and or reusing material.

Climate Change and Greenhouse Gas Emissions

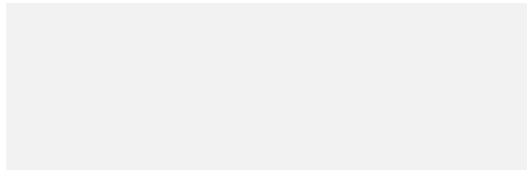
We expect our business partner take proactive steps to reduce their greenhouse gas (GHG) emissions and contribute to global efforts to mitigate climate change. This may include setting GHG reduction targets, adopting low-carbon technologies, and reporting on GHG emissions transparently.

Biodiversity, Water and Soil

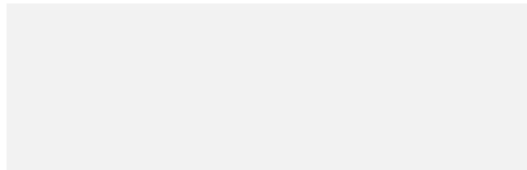
We expect our business partner to manage water consumption including water & soil quality, animal welfare, biodiversity and meet the requirement of the Regulation on deforestation-free-products with the constant view of limiting biodiversity loss.

AGREEMENT

BUSINESS PARTNER: Hereby I acknowledge that I have read and understood the SVI's Sustainable code of conduct for business partner and agree to comply with the requirements of the code.



Company Name & Address (please use block letters or company stamp)



Name, Function & Signature of Signee (please use block letters)

SVI: We thank you for being part of SVI and look forward to a successful future together. Nevertheless, in the context of our business relationship, we encourage you to inform us immediately if you believe that the principles of this sustainable code of conduct for business partner are not adhered to, or that SVI is not acting in accordance with their own sustainable code of conduct.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Ramiah'.

Dr. Raymond Ramiah

VP of Corporate Quality Management

A handwritten signature in blue ink, appearing to read 'Pototschnik'.

Thomas Pototschnik

Head of Quality Management & Sustainability