

# **VIS SA SUSTAINABLE PROCUREMENT POLICY**

VIS SA business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws, since its foundation day. Its employees have upheld and lived this commitment in their everyday responsibilities and that is why reputation remains one of the Company's most important assets today. This supplier code specifies and helps the continuous implementation of non-negotiable standards within VIS SA suppliers' chain.

The company's code of Sustainable Procurement consists of four (4) main pillars:

- **Business integrity:** VIS SA expects from its suppliers to comply with all respective laws, national as well as international. No supplier should either allow bribery, in any way, in order to benefit or to profit by a third party or accept such advantages from a third party.
- **Labor standards:** All suppliers should not deviate from all applicable laws and legislation as far as work application. Specifically:
  - Child labor is a type of occupation which endangers and harms physically and mentally children, since in many cases stops or delays their normal schooling progress.
  - Working hours must be in accordance to laws and legislation standards. All overtime work should also be compensated accordingly.
  - Suppliers should compensate their employees and contractors according to labor laws, and contract agreements in place.
  - Additionally, no employment racism and race, color, religion, sex, age, origin discrimination should take place during personnel hiring.
- **Safety and health:** All workers must enjoy a healthy and secure working environment. Minimum standards have to be followed such as fire exits, access to emergency medical care, infirmary, showers and locker rooms, drinking water and installed buildings and equipment maintenance programs in place.
- **Environment:** All applicable laws and regulations should be met and supplier must encourage every single initiative, which aims to improve the environmental impact of his process.