

Sasil SA

SASIL S.A. Code of Conduct

I. Our Purpose and Values

SASIL S.A. is committed to conducting business with integrity, accountability, and respect for human rights and the environment. We believe in:

- **Integrity:** Acting honestly and ethically in all our dealings, fostering a culture of transparency and accountability.
- **Responsibility:** Being accountable for our actions and their impact on our employees, customers, suppliers, the environment, and the communities where we operate.
- **Care:** Prioritizing the well-being of our employees, promoting diversity and inclusion, and providing a safe and healthy work environment.
- **Trust:** Building trust with our stakeholders through open communication, ethical business practices, and responsible sourcing.

II. Scope

This Code applies to all employees, directors, officers, and agents of SASIL S.A., as well as suppliers, consultants, contractors, and other stakeholders.

III. Labor and Human Rights

- **Non-discrimination:** We do not discriminate based on age, disability, race, gender, religion, sexual orientation, nationality, or any other protected characteristic.
- **Anti-harassment and abuse:** We maintain a workplace free from all forms of harassment, bullying, and abuse, fostering a culture of respect and dignity.
- **Forced and child labor:** We strictly prohibit the use of forced or child labor and will not be complicit in any form of slavery or human trafficking.
- **Working conditions:** We comply with all applicable local and international laws and regulations regarding working hours, wages, overtime compensation, benefits, and employee rights.
- **Freedom of association:** We respect the right to freedom of association, collective bargaining, and the formation of employee representative bodies.

IV. Health, Safety, and Environmental Protection

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- **Worker safety:** We are committed to providing a safe and healthy work environment for all employees and contractors, minimizing workplace hazards and promoting a culture of safety consciousness.
- **Environment:** We are dedicated to environmental stewardship and sustainable practices. We expect our suppliers and partners to manage waste responsibly, minimize air and water pollution, and promote biodiversity conservation.
- **Energy:** We encourage the efficient use of energy, water, and materials, and support the exploration and implementation of sustainable alternatives, such as renewable energy sources and closed-loop recycling systems.

V. Business Ethics

- **Business integrity:** We have zero tolerance for corruption, extortion, embezzlement, or bribery. We conduct all business transactions with transparency and integrity.
- **Disclosure of information:** We accurately record and disclose information about our business activities, financial performance, and sustainability initiatives to our stakeholders.
- **Protection of intellectual property and confidential information:** We respect intellectual property rights and safeguard confidential information, including trade secrets, customer data, and employee records.
- **Data protection:** We comply with all applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR), ensuring the privacy and security of personal data.
- **Conflicts of interest:** We strive to avoid conflicts of interest and expect full disclosure of any potential conflicts. Employees must prioritize the interests of SASIL S.A. and avoid situations where personal interests may compromise their judgment or objectivity.

VI. Endorsement, Monitoring, and Follow-Up

All stakeholders are expected to agree to this Code. We reserve the right to monitor compliance and take appropriate action in case of violations.

VII. Reporting Suspected Violations

Suspected violations of this Code can be reported directly to the following contact: [Designated Contact Information].