



## Suppliers Code of Conduct

In its procurement activities, SNBL seeks to ensure compliance with laws and rules, respect for human rights, appropriate work practices and efforts for environmental conservation, among other requirements, in cooperation with suppliers that provide products and services to us. For that purpose, SNBL requests suppliers to comply with this code of conduct, builds sustainable partnerships based on mutual trust and engages in responsible procurement.

1. Employment based on freedom of choice: No person may be subject to forced labor.
2. Elimination of child labor and considerations for young workers: Do not illegally employ a child. Employment of a young worker should be limited to tasks free from hazards within the scope approved by applicable laws.
3. Labor safety and health: In compliance with laws, we will respect international standards and provide our officers and employees with a safe, healthy working environment.
4. Elimination of discrimination: No discrimination based on gender, sexual orientation, gender identity, nationality, race, age, disability, religious faith or other attributes may be permitted.
5. Wages, welfare and work hours based on regulations: Obey applicable laws in making legal and additional payments of minimum wages, overtime allowances, social security benefits and the like. Work hours shall not be longer than the limit specified by applicable laws.
6. Freedom of association: Based on applicable laws, we respect rights of every employee with regard to freedom of association, whether or not to participate in a labor union and appointment of a representative.
7. Prevention of bribery and corruption: No bribery or corruption may be accepted. Do not engage in bribery or similar exchange (with domestic or international government officials, civil servants, representatives of domestic or international private companies or others) either directly or indirectly via third party for the purpose of gaining inappropriate benefits.
8. Prevention of unfair competition: Our business activities shall be based on fair competition and the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade, competition laws of different countries and other related laws shall be complied with.
9. Environmental considerations: Obey applicable environment-related laws and regulations. Encourage the initiatives for curbing climate change including the reduction of GHG emissions. Further, consider the impact of our business activities on biodiversity.

You may be asked to respond to a survey sent from SNBL or an outside agency for the purpose of understanding how suppliers are committed to environmental issues. You are also requested to ensure that your subcontractors comply with this code of conduct.