



# **BUSINESS PARTNERS CODE OF CONDUCT**

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### **Introduction**

The Partners Code of Conduct outlines the guiding principles and expectations for all partners associated with our organization. At SNF, we believe in maintaining a respectful, ethical, and professional environment for all individuals involved in our partnership network. This policy promotes collaboration, trust, and integrity among our partners, fostering a positive and sustainable business relationship.

### **Compliance with Laws and Regulations**

All Partners must comply with applicable local, national, and international laws, regulations, and standards. This includes but is not limited to laws related to anti-corruption, competition, trade, labor, and environmental protection. Partners are expected to conduct their business operations ethically and lawfully, in line with SNF's commitment to regulatory compliance.

### **Integrity and Ethical Conduct**

Partners must act with integrity, honesty, and transparency in all business dealings. They should avoid engaging in any form of bribery, corruption, fraudulent activities, or any actions that may compromise the reputation of SNF. Partners must also adhere to high ethical standards in their interactions with customers, employees, and other stakeholders, reflecting SNF's commitment to ethical business practices.

### **Respect for Human Rights**

Partners must respect and promote human rights in their operations and supply chains. This includes ensuring fair and safe working conditions and prohibiting forced labor, child labor, and discrimination or harassment. Partners should also respect the rights of indigenous communities and local cultures and protect the environment in which they operate, aligning with SNF's dedication to social responsibility.



## **Confidentiality and Data Protection**

Partners must handle any confidential information shared by SNF with the utmost care and in compliance with applicable data protection laws. Confidential information should only be used for the agreed-upon purposes and should not be disclosed to third parties without prior authorization of SNF. Partners must implement appropriate measures to safeguard personal data and protect it against unauthorized access or misuse, in line with SNF's commitment to data privacy.

## **Fair Competition**

Partners must compete fairly and abide by all laws and regulations related to competition. They should not engage in anti-competitive practices such as price-fixing, collusion, or other unfair trade practices. Partners should also respect intellectual property rights of SNF and others and avoid infringing upon copyrights, trademarks, or patents aligning with SNF's commitment to fair and ethical competition.

## **Sustainability and Environmental Responsibility**

Partners should strive to minimize the environmental impact of their operations and promote sustainable practices. This includes reducing waste, conserving resources, and adopting environmentally friendly technologies. Partners are encouraged to adhere to recognized environmental standards and regulations and support sustainability initiatives, reflecting SNF's dedication to environmental stewardship.

## **Reporting and Compliance**

Partners must promptly report any suspected or actual violations of this Code of Conduct to our organization's designated contact person. We encourage open communication and expect our Partners to cooperate in any investigations related to potential breaches of this policy. Failure to comply with this Code of Conduct may result in termination of the partnership agreement or relationship in accordance with SNF's commitment to accountability and compliance.

## **Conclusion**

This Partners Code of Conduct is a guideline for maintaining a mutually beneficial and ethical partnership. By adhering to these principles, we can build trust, foster long-term relationships, and collectively contribute to a sustainable and responsible business environment, reflecting SNF's commitment to ethical and accountable business practices.