



SMU S.A. and
Subsidiaries

**RESPONSIBLE
SOURCING
POLICY STATEMENT**

**WORKING WITH OUR
SUPPLIERS**



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At SMU S.A. and subsidiaries (“SMU” or the “Company”), we are aware of the importance of the supply chain in order to fulfill our corporate purpose of making our customers’ lives easier, which is why our suppliers and/or contractors must adhere to the highest ethical standards and comply with all legal regulations in force, in order to maintain long-term, sustainable relations that are mutually beneficial.

As part of our commitment to sustainability, SMU does not accept any forms of corruption, extortion, bribery, manipulation or falsification of accounting records, unmanaged conflict of interest, human rights violations or infringement of legal regulations from its supplier or contractors. The Company expressly prohibits violence and/or harassment in the workplace; child labor, forced labor, and human trafficking.

Employees of SMU’s suppliers and/or contractors must receive wages that are equal to or greater than the minimum established by legal regulations in force, and their working conditions and hours but also be in accordance with legal regulations in force.

Employees of SMU’s suppliers and/or contractors have the right to freedom of expression and freedom of association, as well as the right to collective bargaining, in accordance with legal regulations in force.

SMU’s suppliers and/or contractors shall promote diversity among their employees and shall guarantee equal opportunity to its employees. They are prohibited from discriminating on the basis of race, color, gender, pregnancy, maternal lactation, age, marital status, union affiliation, religion, political opinion, nationality, country of origin, economic situation, language, belief system, participation in trade organizations, gender identity, sexual orientation, personal appearance, disability, illness, or social class in violation of principles of equal opportunities.

SMU encourages its suppliers and/or contractors to promote and facilitate a healthy work-life balance for their employees, in accordance with legal regulations in force.

SMU’s suppliers and/or contractors must provide their employees with a safe work environment and health conditions according to legal regulations in force, taking into consideration the specific risks and dangers of each individual situation. The supplier and/or contractor must take appropriate measures to prevent workplace accidents and/or occupational illnesses, providing the respective protective and safety equipment that guarantee minimum safety conditions in the workplace. In addition, the employees of suppliers and/or contractors must receive appropriate training in health and safety matters in order to be able to identify the risks associated with each activity they carry out and the practices necessary to minimize those risks.

The relationship between SMU and its suppliers and/or contractors must be based on commercial practices that are fair, efficient, equitable, and non-discriminatory. Supplier products and services must be selected and purchased on the basis of their quality, price, delivery date, and convenience, and in accordance with the Company’s purchasing practices and procedures.

SMU encourages its suppliers and/or contractors to commit to responsible sourcing practices including environmental, social, and governance considerations. SMU's suppliers and/or contractors must respect and comply with environmental legislation at all times, especially with regard to waste, energy, emissions, noise, use of resources and/or dangerous substances.

At SMU we oppose corruption in all its forms, including extortion, bribery, money laundering, and financing of terrorism, and we strive to always work in strict compliance with all legal regulations in force, and we encourage our suppliers and/or contractors to do the same.

SMU has a Whistleblower Form that is available to both employees and third parties (including customers and the community in general) and guarantees confidentiality, transparency, ease of access and anonymity in order to report violations of or threats to this policy. All reports made through the Whistleblower Form are reviewed under principles of good faith, and retaliatory actions are expressly prohibited by the Company's Code of Ethics and Business Conduct. The Whistleblower Form is available on the Company's website.

Our suppliers and contractors help us to make life easier for our customers!