



Sinid International Logistics s.r.o.

Sustainability Requirements for Suppliers

At Sinid International Logistics s.r.o., we are deeply committed to **sustainability and social responsibility** within our supply chain. This document outlines our **supplier sustainability requirements**, covering **human rights, ethical business conduct, environmental responsibility, and supply chain management**.

Human Rights and Labor Standards

1. **Child Labor and Young Workers:**
 - Suppliers must comply with **international labor standards** prohibiting child labor.
 - Young workers must only be employed under strict conditions that **protect their education and development**.
2. **Wages and Benefits:**
 - Employees must be compensated **fairly** in accordance with **legal and industry standards**, ensuring a **living wage and appropriate benefits**.
3. **Working Hours:**
 - Suppliers must adhere to **regulated working hours** and provide **appropriate rest periods** in compliance with **national labor laws**.
4. **Modern Slavery:**
 - We strictly oppose **modern slavery, forced labor, servitude, and human trafficking**.
 - Suppliers must have **clear policies and mechanisms** to prevent such practices.
5. **Ethical Recruiting:**
 - **Recruitment processes must be transparent and free from exploitation**.
 - Employees must not be charged **recruitment fees** or other costs related to securing employment.
6. **Freedom of Association:**
 - Employees must have the right to **join or form trade unions** and engage in **collective bargaining**.
7. **Non-Discrimination and Harassment:**

- Suppliers must prevent **discrimination** based on **race, gender, age, religion, disability, or other protected characteristics**.
 - **Harassment in any form is strictly prohibited.**
8. **Women's Rights:**
- Suppliers must promote **gender equality**, prevent **gender-based violence**, and ensure **equal opportunities** for women in the workplace.
9. **Diversity, Equity, and Inclusion:**
- Suppliers must **foster an inclusive environment** that embraces **diversity at all levels** of operations.
10. **Rights of Minorities and Indigenous Peoples:**
- Suppliers must **respect the cultural heritage, rights, and land use of minorities and indigenous peoples** in their operations and sourcing practices.
11. **Land, Forest, and Water Rights & Forced Eviction:**
- Suppliers must **respect land, forest, and water rights** of local communities, indigenous peoples, and stakeholders.
 - Suppliers must **prevent forced eviction and land grabbing** practices in their business operations and supply chain.
 - All land acquisitions and resource usage must be conducted **transparently, ethically, and in line with international human rights frameworks**.
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Environmental Responsibility

1. **Greenhouse Gas (GHG) Emissions:**
 - Suppliers must actively **measure, report, and reduce GHG emissions** within their operations.
2. **Energy Efficiency:**
 - Suppliers must adopt **energy-efficient technologies and processes** to minimize energy consumption.
3. **Renewable Energy:**
 - Suppliers should **prioritize the use of renewable energy sources** wherever feasible.
4. **Decarbonization:**
 - Suppliers are encouraged to **develop and implement strategies to achieve net-zero emissions**.
5. **Water Management:**
 - Suppliers must **manage water responsibly**, reducing consumption, improving quality, and preventing pollution.
6. **Air Quality:**
 - Suppliers must **monitor and minimize emissions** that affect air quality, ensuring compliance with **legal limits**.
7. **Chemical Management:**
 - Suppliers must **handle chemicals responsibly**, ensuring safety and compliance with environmental regulations.
8. **Sustainable Resource Management:**
 - Suppliers must prioritize **sustainable sourcing** of raw materials and **efficient use of resources**.

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Waste Reduction and Recycling:

- Suppliers must implement **waste management programs** focusing on **reduction, reuse, and recycling**.

10. **Animal Welfare:**

- Suppliers must ensure that **animal welfare is respected** in their operations and supply chains.

11. **Biodiversity and Land Use:**

- Suppliers must minimize their **impact on biodiversity**, avoid **deforestation**, and promote **land restoration**.

12. **Soil and Noise Management:**

- Suppliers must **protect soil quality** and reduce **noise pollution** to acceptable levels.

Business Ethics

1. **Anti-Corruption and Anti-Money Laundering:**

- Suppliers must maintain **strict policies to prevent bribery, corruption, and money laundering**.

2. **Data Protection and Security:**

- Suppliers must **protect personal and business data**, ensuring compliance with privacy laws.

3. **Financial Responsibility:**

- Suppliers must **maintain accurate financial records** for transparency and accountability.

4. **Disclosure of Information:**

- Suppliers must disclose **relevant business information** and operate transparently.

5. **Fair Competition:**

- Suppliers must **avoid anti-competitive practices** and comply with **antitrust laws**.

6. **Conflict of Interest:**

- Suppliers must **disclose and address any conflicts of interest**.

7. **Counterfeit Parts:**

- Suppliers must **ensure authenticity and quality** in all products, avoiding **counterfeit materials**.

8. **Intellectual Property:**

- Suppliers must **respect intellectual property rights** and avoid unauthorized use or duplication.

9. **Export Controls and Sanctions:**

- Suppliers must comply with all **applicable export controls and sanctions**.

10. **Whistleblowing:**

- Suppliers must have **secure mechanisms allowing employees to report unethical practices** without fear of retaliation.
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Health, Safety, and Security

- Suppliers must ensure **safe and healthy working conditions** for all employees.
 - Suppliers must **provide protective equipment and comply with all relevant health and safety laws**.
 - Suppliers using **private or public security forces** must ensure:
 - Security personnel are **trained to respect human rights**.
 - Use of force is **minimized and strictly regulated**.
 - No involvement in **intimidation, coercion, or violence** against employees or communities.
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Supply Chain Standards

1. **Standards for Tier-1 Suppliers:**
 - Suppliers must **implement similar sustainability requirements** toward their **own tier-1 suppliers**.
 2. **Binding Requirements:**
 - Suppliers must **ensure compliance** with these standards throughout their **entire supply chain**, fostering a **culture of responsibility and ethical business practices**.
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Commitment to Sustainability

This document reflects **Sinid International Logistics s.r.o.**'s **firm commitment** to sustainability, ethics, and responsible supply chain practices. We expect our suppliers to **uphold these principles** and contribute to a sustainable, ethical, and responsible future.
