

**SAS SUPPLIER CODE OF CONDUCT**

**TRAVELERS  
ARE THE FUTURE**

*SAS*

# SAS Supplier Code of Conduct

## Introduction

SAS Group aims to be leaders in sustainable development efforts in the airline industry and thereby contributing to sustainable society development. SAS Group has committed to environmental and social issues. By joining the UN Global Compact, the SAS Group is committed to ensure reduced environmental impact, defend and promote human rights and to fight corruption, discrimination and all forms of forced labor. It is essential that the same requirements are undertaken also by SAS Suppliers.

SAS Group's primary focus is to create responsible and sustainable traffic growth while reducing its environmental impact and optimizing resource management by reducing emissions, reducing consumption of energy and water, reducing noise and treating waste as a resource, among other measures.

The SAS Supplier Code of Conduct is the result of SAS' involvement in the United Nations Global Compact. This is a program for companies and organizations that wish to contribute to the international work of ten universal principles related to human rights, labor, environmental challenges and anti-corruption. All SAS employees follow the SAS Group Code of Conduct, and by adopting this Supplier Code of Conduct, we make sure that SAS and our Suppliers are aware of our joint sustainable commitment and expectations. A SAS Supplier shall always act in a way that does not negatively affect SAS brand or goodwill.

This SAS Supplier Code of Conduct applies to all SAS suppliers, including sub-suppliers, providing products and/or services to companies in the SAS Group.

The Supplier shall on an ongoing basis keep itself updated on changes to and updates of the Supplier Code of Conduct. SAS will post updates of the Supplier Code of Conduct at: <https://www.sasgroup.net/en/category/sustainability/>

## Legal Compliance

Compliance with laws and regulations is an obvious and absolute requirement for doing business with SAS. This Supplier Code of Conduct, which contains rules for SAS' business conduct, in some cases goes further and must be applied entirely throughout any dealings with SAS.

All Suppliers doing business with SAS shall comply with laws and agreements that apply to their operations and employment in the countries where they work as well as that the Suppliers' employees must know and follow the laws that govern their individual tasks.



## Human Rights

### Fundamental human rights

The respect of human rights, and when possible the promotion of such rights, shall be integrated in all business activities and operations. All employees shall be treated fairly, with dignity and respect, in accordance with fundamental human rights.

### Equal Rights and Non-Discrimination

The Supplier shall not discriminate, but shall promote equal opportunity, in hiring and employment practices. The Supplier shall not accept and actively mitigate any form of harassment, violence or verbal abuse of its employees. SAS Suppliers are expected to support diversity and equal opportunity in their workplaces.

## Labor Rights

### Freedom of Association and Collective Bargaining

The Supplier should promote its employees the right to Freedom of Association and Collective Bargaining, as permitted by and in accordance with applicable labor laws.

### Forced Labor

The Supplier shall not use, or in any other way benefit, from forced or bonded labor. No one shall be subject to working under menace of any penalty.

### Child Labor

Use or support of any child labor, or other child exploitation, is not tolerated in any form.

### Wages and Benefits

All Suppliers shall ensure that employees are paid a wage which should at least meet national or industry minimum standards.

### Health & Safety

SAS' number one priority for its customers and employees' is to put safety first; safety at work is part of SAS' DNA. The safety culture includes a collaborative work with our Suppliers to learn, adapting and modifying with the objective to constantly improve operations and reduce exposure to risk.

The Supplier shall provide its employees with a safe, hygienic and healthy workplace, including physical and psychosocial health. The Supplier shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and that relevant training and protective equipment is provided.



## Environment

### Environmental Management System

SAS has an ambitious long-term environmental program, and the environmental targets are monitored continuously within the framework of the established environmental management system certified according to ISO 14001.

Suppliers shall adopt a proactive approach towards minimizing environmental impacts. Suppliers shall be able to demonstrate environmental management according to ISO 14001 or equivalent, or as a minimum be able to document an environmental program or system.

The Supplier shall also have an activity program to reduce environmental impact in the production and transport chain, including limited to:

- (a) reduced consumption of materials
- (b) reduced discharge of substances alien to nature (earth, water, air) and minimized use of products harmful to humans and wildlife
- (c) reduced greenhouse gas emissions
- (d) reduced waste volumes
- (e) reduced energy and water consumption
- (f) focus on recycling

### Compliance with Environmental Legislation

All SAS Suppliers shall operate in full compliance with applicable environmental legislation and requirements. Relevant environmental aspects shall be identified and appropriate actions taken to address these should be identified including resource consumption, emissions, chemicals and waste reduction.

## Anti-Corruption

### Bribery and Corruption

All Suppliers shall act with integrity and without actions involving bribery and/or corruption. The Supplier shall ensure that its employees and third parties do not offer, promise, give or accept any advantage, directly or indirectly, nor accept improper payments to obtain new business or secure any other improper advantage.

### Conflict of interest

The Supplier is required to avoid situations where there is conflict of interest between the Supplier and SAS. Such as participate in activities where personal or other inappropriate relationship has or may influence a business decision.



## Monitoring and Compliance

### Compliance

Suppliers shall ensure own compliance with the SAS Supplier Code of Conduct and throughout the value chain. Any non-compliance must be reported to SAS, where SAS has established “whistleblowing” procedures to ensure safe and responsible handling of the report. The “whistleblowing” function can be used via e-mail to: Code\_of\_Conduct@sas.se

### Monitoring

SAS may request Supplier proof of performance regarding topics included in this Code and reserves the right to audit activities relevant to SAS Supplier Code of Conduct. Should the Supplier not meet the requirements in SAS Supplier Code of Conduct, the Supplier will have to implement a corrective action plan to improve level of performance.

### Acknowledged and Accepted

Supplier Name.....

Signed by.....

Title.....

Date.....

