



## SUPPLIER DIVERSITY POLICY

### PURPOSE & SCOPE

At SASA, we are committed to our core values of safety, integrity, sustainability, inclusion, loyalty, mutual respect and support. Our aim is to develop long-term and sustainable relationships with various suppliers that add value to our supply chain, are open to innovations and make continuous improvements.

The primary purpose of the Supplier Diversity Policy is to provide opportunities to various suppliers that meet and comply with our procurement and contracting standards. In addition, we aim to support our suppliers in achieving their corporate diversity goals and to provide all kinds of tools and resources in this regard.

This policy covers,

- All production facilities of SASA and utilities of SASA,
- All employees of SASA,
- Stakeholders of SASA, including personnel involved in contracts with suppliers, contractors, subcontractors and other organizations.

### PRINCIPLES

We stand up for creating and retaining a diverse portfolio of highly qualified suppliers. We support the following core principles:

- Ensuring that business is conducted lawfully and honestly
- Creating an environment of trust by reducing risks
- Supporting policies and practices that promote fairness and participation
- Encourage various suppliers to obtain certification from a nationally or regionally recognized third-party institution
- Ensuring that all employees are treated equally with respect and dignity
- Ensuring that terms of employment are freely accepted, acknowledged and documented by employees
- Making sure all employees are of appropriate age and fairly paid
- Making sure working hours are convenient for all employees
- Ensuring the health and safety of employees is protected in the workplace
- Adopting sustainability and reducing undesirable environmental impact
- Being aware of the importance of efficiency in the use of scarce resources, supporting the use of tools that will minimize their consumption.

The Board of Directors undertakes to fulfill the requirements set forth in this policy and expects its employees to fulfill the same commitments

