



Sinituote ethical principles

Sinituote aims to provide added value to its customers, employees, suppliers, and owners, while promoting sustainable societal development. Therefore, we uphold good business ethics and transparency, and we strive to build long-term, trust-based relationships. We actively implement climate and environmental initiatives and engage in community development efforts.

ZERO CORRUPTION, EXTORTION AND BRIBERY TOLERANCE

Sinituote always operates responsibly and ethically in business relationships. We have zero tolerance for any form of corruption, extortion and bribery.

This means that:

- We act and make decisions without pursuing our own interests or personal gain to ourselves. We also do not use business relationships for personal benefit.
- We create a workplace where opportunities for unethical behavior are actively minimized.
- We will never violate existing legislation on giving or accepting bribes.



WE COMPLY WITH LAWS AND REGULATIONS

Sinituote is committed to full compliance with all applicable laws and regulations that are valid in the market with which Sinituote operates. All our business is conducted according to the law and with integrity.

COUNTERFEIT PARTS POLICY

It is our policy to purchase only new and authentic materials from authorized suppliers. Purchased products are verified prior to formal acceptance. Goods in inspection checks the purchase order against purchasing documents to verify the identification, quantity and condition of the items in the order. If the parts are confirmed to be counterfeit, the material must be made unusable and documented evidence is provided to the supplier.

AVOIDING CONFLICTS OF INTEREST

All possible conflicts of interest must always be brought up whenever they are known.

SAFETY IN THE WORKPLACE AND HEALTH ARE A PRIORITY

Employee well-being and health are important to us, and we continuously develop occupational safety. We take care of the long-term physical, organizational and social work environment, and we work systematically and preventively for a healthy working environment.

HARASSMENT AND NON-DISCRIMINATION

The equality of all individuals is self-evident to us. We actively strive to respect diversity and inclusion in all our activities. Sinituote prohibits discrimination in employment based on race, gender, religion, belief, sexual orientation, pregnancy, nationality, or any other factor not based on the requirements of the work. We believe in treating everyone with dignity and respect. Threats, intimidation, or any form of unlawful harassment will not be tolerated. All workers deserve equal opportunities and treatment.



FAIR WAGES AND WORKING HOURS

All Sinituote employees must be paid fair wages that meet at least the minimum legal requirements, and be paid on time and in full. Working hours must be reasonable and comply with legal limitations. To ensure transparency and empower workers, also our suppliers must provide a signed employment contract in a language their employees understand.

ELIMINATION OF FORCED LABOR

Sinituote prohibits all forms of forced labor, including modern slavery, human trafficking, and bonded labor. We have zero-tolerance for child labor that is hazardous or harmful to the child's health, safety, or social or psychological development. This commitment extends to ensuring that our suppliers treat workers fairly. Employees must be paid their full wages on time and have unrestricted access to their identification documents as well as have the right to move freely within the workplace and their residence (unless there are legitimate safety concerns). Furthermore, recruitment fees are not permitted, and workers must be recruited ethically without threats or intimidation.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employees have the right to form or join trade unions and bargain collectively for better wages and working conditions.

WE ENSURE FAIR WORKING CONDITIONS

We ensure fair working conditions and fulfill all obligations related to employees arising from national legislation and collective agreements.

SINITUOTE MARKETING AND COMMUNICATIONS

All of Sinituote's marketing communications must be legal, decent, honest, and truthful and shall not include misleading facts or statements. It must be prepared with a due sense of social, environmental, and professional responsibility. This also applies to the use of Social Media.



WE ACT RESPONSIBLY TOGETHER

As employees of Sinituote, we all have a responsibility to act responsibly and ethically in our daily operations. This includes identifying and assessing potential adverse impacts on human rights and the environment, and taking action to prevent or minimize them. We regularly evaluate the effectiveness of our actions, communicate openly about our operations, and take corrective measures as needed.