

Supplier Code of Conduct

Ario Prozeh Gostar company (APG) is committed to conducting business with integrity and operating in a safe and sustainable manner.

Business integrity

We expect that suppliers to Ario company will:

- Comply with all applicable laws and regulations on anti-bribery and corruption
- Conduct business in a fair, ethical and honest manner
- Not offer any gifts, entertainment, inducements or benefits which may influence, or be seen to influence, Ario employees, subcontractors or fellow suppliers
- Not offer, promise, pay, authorize, accept or request bribes of any form (including facilitation payments and secret commissions)
- Not improperly influence the decisions of a public official in any country
- Disclose any actual or potential conflicts of interest and not engage in any collusive or anticompetitive behavior when responding to requests for quotation or tender
- Ensure that their workforce is able to report workplace violations, misconduct or grievances without fear of retaliation
- Take all reasonable measures to ensure that information provided by Ario is kept confidential; and that no document or information is released to any other party without prior approval from Ario.

Health and Safety

ARIO is committed to maintaining a healthy and safe working environment for our employees, contractors and visitors. We work with suppliers that take health and safety as seriously as we do. We expect that suppliers to ARIO will:

- Comply with all applicable health and safety laws and regulations
- Commit to maintain a healthy and safe workplace which aims to eliminate workplace injuries and illness
- Provide their workforce with role specific personal protective equipment and appropriate health and safety training
- Ensure that there is an emergency preparedness plan in place to safeguard employees, operations and security of supply in emergency situations.

Environmental

As a part of ARIO's sustainability journey, we encourage our suppliers to improve the environmental performance of our supply chain. In particular, we expect that suppliers to ARIO will:

- Comply with all applicable environmental laws and regulations
- Seek ways to minimize the adverse environmental impacts of their operations, products and services, through:
 - Efficient use of raw materials, energy and water
 - Minimizing the generation of waste through re-use and recycling of materials

- Minimizing greenhouse gas emissions
- Managing and protecting biodiversity
- When requested, provide relevant information as an input into ARIO's sustainability reporting.

Labor and human rights

ARIO is committed to respecting and upholding human rights and prohibits modern slavery in its operations and supply chain¹. We expect that suppliers to ARIO will:

- Conduct business in a manner that upholds and respects human rights and complies with all applicable laws and regulations
- Develop and maintain a fair, diverse and inclusive workforce that does not discriminate against any employee on the basis of gender, nationality, race, ethnicity, sexual orientation, marital status, age, impairment, physical appearance, religion, political affiliation or union membership
- Ensure fair remuneration and working conditions for their workforce
- Prohibit any form of modern slavery. This refers to situations where one person has taken away another person's freedom so that they can be exploited; and may include human trafficking, slavery, servitude, forced labor, debt bondage, worst forms of child labor, deceptive recruiting for labor or services, and forced marriage
- Work towards increasing procurement spend from indigenous businesses
- Allow the freedom of association and collective bargaining.

Compliance

The ARIO Supplier Code of Conduct will be incorporated into procurement agreements with suppliers. ARIO intends to work with suppliers to ensure that their sustainability performance is aligned with the Code.

We may periodically request a self-assessment of sustainability performance or assess suppliers' compliance with the Code by requesting supporting documentation. Throughout this process, our objective is to jointly identify opportunities for mitigating risks and improving performance.

Reporting

We strongly encourage any supplier who becomes aware of any breach of this Code to discuss this with their ARIO contact.

This Code will be periodically reviewed, revised and re-published where necessary to ensure it remains relevant and appropriate.

Khadijeh Ainali
Financial Officer
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