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# **Sunrise Communications Group AG**

## **Supply Chain Policy**

Version 1.0  
Date 24 July, 2020

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## **1. Objective**

Sunrise Communications Group AG and its subsidiaries ("Sunrise") are committed to upholding basic principles regarding social aspects, the environment, and business ethics in relation to its suppliers.

## **2. Legal basis and formal requirements**

The principles listed below provide a reference as to what requirements Sunrise expects from its suppliers. The general purchasing conditions and the framework contracts also oblige suppliers to comply with a corresponding specific industry code with additional conditions, such as the Responsible Business Alliance (RBA) Code of Conduct, and to meet further requirements where necessary.

## **3. Guidelines**

Sunrise is committed to compliance with labor standards according to international guidelines, local laws, and industry standards, particularly in the fields listed below.

### **Social Aspects:**

- Free choice of employment must be guaranteed. No forced labor or other exploitative work is allowed.
- Child labor is prohibited in any phase of the manufacturing process.
- Employees are entitled to vacation days.
- A maximum working time in accordance with the provisions of local law and industry-standard requirements must not be exceeded.
- Wages and social benefits must comply with all relevant laws and industry-standard compensation requirements.
- Brutal or inhumane treatment of workers is not tolerated.
- Suppliers must not tolerate any forms of discrimination in their workforce.
- Health and safety aspects must be upheld by the suppliers. Suitable safety measures and programs should be in place to avoid potential safety risks in the workplace. This also includes emergency preparedness, systems for recording and preventing occupational accidents and illnesses, and making improvements regarding occupational hygiene and physically demanding work. Sanitary facilities, food, and residential accommodations must be clean and safe.

### **Environment:**

- The necessary environmental permits must be obtained and updated, and reporting requirements must be followed.
- Suitable measures and systems are in place to prevent pollution and reduce the amount of resources used.
- Safety for both people and the environment when handling dangerous substances must be guaranteed.

- Suppliers must comply with all relevant laws, regulations, and customer specifications concerning the prohibition or restriction of specific substances in products or in the manufacturing process.
- Waste and emissions must be systematically monitored, evaluated, and reduced where possible.
- Direct energy consumption and greenhouse gas emissions must be monitored and documented at a company level.
- Ecological aspects of products should be systematically incorporated into product development.

## **Ethics:**

- Business integrity must be based on a zero tolerance policy regarding bribery, corruption, extortion, and embezzlement.
- Inadmissible advantages are prohibited.
- Business processes should be transparent and documented in the business records.
- Intellectual property rights must be respected.
- The supplier is expected to adhere to the basic principles of fair business, fair advertising, and fair competition.
- The protection of the identity of whistleblowers and the ban on retaliation must be ensured.
- The sustainable procurement of minerals must be ensured appropriately.
- Data protection aspects must meet the local official regulations as well as the relevant industry requirements.

## **Quality**

- The supplier must carry out its quality assurance measures in such a way that its products meet the specifications/requirements laid out by Sunrise. The supplier is responsible for ensuring that the ordered products are ready:
  - in the agreed quality
  - at the agreed time
  - in the agreed quantity
  - at the agreed location
- The supplier undertakes to set a zero-defect goal combined with continuous improvement to achieve that goal.
- The supplier confirms that it is aware of the importance of its contribution to the conformity of the product and/or service, as well as product safety, and is obliged to take all necessary measures to meet the product requirements, including all legal and official requirements, to achieve the goals for high quality.
- The supplier guarantees a high degree of independence and active participation in all phases of the product life cycle.
- The supplier is responsible for all quality checks, in particular for the verification and validation of its manufacturing processes.

## Quality Management

- To ensure the quality of its products and processes, the supplier undertakes to apply and maintain a suitable quality management system (e.g., according to DIN EN ISO 9001) for the entire value chain.
- The supplier makes its certificates available if required and immediately informs Sunrise of any revocation of the certificate.
- If such a system is not available, the supplier is required to continuously improve its quality management system.
- The supplier is obliged to tolerate monitoring of compliance with the requirements, carried out by Sunrise. Sunrise is also free to approve the company as a supplier only after an on-site audit.

**Approved by the CEO and CAO on July 24, 2020**



**André Krause**  
CEO



**Marcel Huber**  
CAO

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