

CONSTANTINE SUPPLIER CODE OF CONDUCT

At Constantine we view our suppliers as partners who will help us deliver the highest quality services and succeed in our commitment to customer satisfaction. As our partner, we expect you to fully embrace the ethical code that we do business by.

Constantine aims to unite its strengths with its suppliers' to make full use of the opportunities sustainable development offers. We expect our suppliers as well as their suppliers and subcontractors to fully comply with applicable laws and adhere to internationally recognised environmental, social and corporate governance standards.

Together we can combine economic success, social responsibility and environmental protection in our business operations and create a sustainable future for generations to come.

We in turn encourage our suppliers to embrace this commitment themselves. As our supplier, we particularly expect you to embrace the ethical code on the following:

Anti-Corruption

Abide by all applicable national and international legislation

Work against corruption including bribery and extortion in all forms

Environment

Comply with all applicable environmental regulations

Promote the safe and environmentally sound development, manufacture, transport, use and disposal of your products

Protect your employees' and neighbours' health, as well as the general public at large against hazards inherent in your processes and products Use resources efficiently, apply energy efficiency, environmentally friendly technologies and reduce waste, as well as emissions in air, water and soil

Minimise impact on biodiversity, climate change and water scarcity

Labour

Comply with all applicable health and safety regulations

Uphold the freedom of association and the right to collective bargaining

Our relationship with you is based on mutual trust and respect. However, Constantine may ask you to verify your compliance with these standards and to take corrective action if there is a reason for concern. Verification could take the form of a self-assessment questionnaire with supporting evidence, third-party assessments, certifications and/or statements confirming your compliance, and/or an on-site audit by us or a third party. We reserve the right to terminate an agreement with any supplier who does not comply with the Code.

Thank you for your commitment to the Constantine Supplier Code of Conduct