

Global Sistema.bio Supplier Code of Conduct



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Our Commitment

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Our Commitment

At Sistema.bio, we work with farmers to improve life on Earth by providing clean energy and agricultural solutions to farmers. To do this ethically and sustainably, we rely on a network of responsible, principled suppliers who uphold the highest standards of integrity, safety, and respect.

This Supplier Code of Conduct outlines the mandatory expectations and legal obligations for all suppliers, vendors, contractors, and third-party service providers doing business with Sistema.bio.

By supplying Sistema.bio, you commit to these standards in full.

1. Live Our Values

We expect every supplier to demonstrate and promote Sistema.bio's values:

- Farmer-Centric: We are inspired by the passion and hard work of farmers in all we do
 - Impact-driven: We are focused on cultivating positive change on Earth
 - Resourceful: We are proactive and efficient, weeding out challenges as they pop up
 - Ethical: Trust, transparency, reliability, and respect to cultivate healthy relationships
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2. Respect Human Rights and Diversity

- Suppliers must uphold human rights and fair labor practices.
 - Suppliers must implement labor and human rights standards.
 - Ensure safe working conditions and pay at least the legal minimum wage.
 - No tolerance for harassment, discrimination, or abuse.
 - Promote a respectful, inclusive workplace for all, especially women and vulnerable groups.
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3. Strict Ban on Child and Forced Labor

- Child labor is strictly prohibited.
 - Workers under 18 must not perform hazardous or night work.
 - Forced labor, slavery, human trafficking, or any form of coercion is forbidden.
 - All work must be freely chosen and fairly compensated.
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4. Health, Safety, and Safeguarding

Suppliers must provide a safe and healthy working environment for all workers and subcontractors.

- Comply fully with applicable health and safety laws.
- Maintain policies and training to prevent workplace injuries, accidents, or exposure to hazardous substances.
- Implement safeguarding measures to protect children, women, and vulnerable individuals during any field or household visits.

- Unsafe or negligent practices may lead to contract suspension or legal consequences.
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5. Act Ethically and Prevent Corruption

Sistema.bio maintains a zero-tolerance policy for corruption.

- Bribery, kickbacks, extortion, or facilitation payments are strictly prohibited, whether offered or accepted.
 - Suppliers must comply with anti-corruption, anti-money laundering, and fair competition laws.
 - All financial records, invoices, and documentation must be accurate and transparent.
 - Never misrepresent goods, services, certifications, or pricing.
 - We reserve the right to audit suppliers and require documentation to ensure compliance.
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6. Prevent Conflicts of Interest

Suppliers must avoid any personal, financial, or business situations that conflict with the interests of Sistema.bio.

- Do not engage in deals that create a real or perceived conflict of interest.
 - Any potential conflicts (e.g., familial relationships with Sistema.bio staff, ownership in competitor firms) must be disclosed immediately.
 - Do not offer gifts, payments, or special favors to Sistema.bio employees or representatives.
 - Any undisclosed conflict of interest is grounds for immediate review and potential termination.
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7. Respect Intellectual Property and Data Privacy

Suppliers must protect the intellectual property and confidential information of Sistema.bio and its customers.

- Do not copy, share, or misuse proprietary information.
 - Respect privacy laws and protect farmer and customer data with appropriate safeguards.
 - Use any Sistema.bio materials, data, or tools only for authorized purposes.
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8. Environmental Responsibility

Suppliers must operate in a way that minimizes harm to the environment.

- Comply with all environmental laws and adopt sustainable practices.
 - Strive to reduce waste, emissions, and the use of non-renewable resources.
 - Promote circular, climate-friendly production and sourcing methods.
 - Comply with ISO 14001 environmental standards or have a clear roadmap for implementation.
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9. Monitoring, Transparency, and Accountability

- Suppliers comply with ISO 9001 quality management system requirements, have a clear roadmap for implementation or demonstrate equivalent environmental management practices.
 - Suppliers must keep accurate records and cooperate fully with any audits or investigations by Sistema.bio.
 - Suppliers may be requested to complete periodic self-assessments and participate in on-site or remote audits conducted by Sistema.bio or an authorized third party.
 - Any violations, risks, or unethical behavior must be reported immediately and without fear of retaliation.
 - We reserve the right to terminate any contract for violations of this Code.
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10. Reporting Concerns

Suppliers must promptly report to Sistema.bio any serious health and safety incident, ethical misconduct, legal violation, or event that could significantly harm the company's reputation.

→ Use the  Anonymous Complaint Website – [Submit concerns here](#)

This Code reflects not only the values of Sistema.bio, but also our shared responsibility to protect people and the planet. Suppliers are expected to ensure that their own suppliers and subcontractors comply with this Code of Conduct. Upon request, they must be able to provide evidence of due diligence.

Non-compliance may result in consequences such as contract termination, legal action, or exclusion from future opportunities. When violations are identified, Sistema.bio will define the required

corrective actions and set a timeline for remediation. Repeated or serious breaches may lead to immediate termination of the agreement. Together, we are committed to building a safer, more ethical, and sustainable future—starting at the source.

👉 To learn more about our broader commitments to people and the planet, please refer to our [Social and Environmental Policy](#).

