

# RA INTERNATIONAL

## Supplier Code of Conduct



RA International (RA) is committed to conducting business with the highest ethical standards. RA International's Supplier Code of Conduct sets forth the principles, guidelines, and expectations of RA toward its Suppliers.

RA International Suppliers are expected to comply with legal, ethical, environmental, and social applicable domestic and international laws and regulations; particularly concerning corruption, bribery, gifts & hospitality, health & safety, human rights & child labour, and environmental impact.

### 1. COMPLIANCE WITH LAWS

Suppliers must comply fully with the laws and regulations applicable to them. Including but not limited to national and international trade laws and regulations, environmental health & safety regulations, and international proclaimed human rights, forced labour & child labour.

### 2. ANTI- BRIBERY AND CORRUPTION

Suppliers must not engage in any form of corrupt practices, including fraud, false declarations, bribery, or money laundering. Suppliers nor any of their employees shall offer bribes, illegal contributions, or other improper payments to any private or public official or any of RA's employees, representatives, customers, supplier, or subcontractor.

### 3. GIFTS & HOSPITALITY

Suppliers must not ordinarily give or accept entertainment or gifts that may imply conflicts between the interests of RA employees and RA International. The Supplier must forbid gifts to private or public officials that aim to influence the business decisions or otherwise encourage them to act contrary to their obligations.

### 4. NON-SOLICITATION

Suppliers must undertake not to offer any form of employment, including but not limited to consultancy or advisory, to any of RA employee in service.

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### 5. CONFLICT OF INTEREST

Suppliers are expected to disclose to RA International any situation that may appear as a conflict of interest and if any RA employee or professional under contract with RA International may have an interest of any kind in the Supplier's business or any economic ties with the Suppliers.

### 6. HEALTH & SAFETY

Suppliers must ensure to abide by all the laws, directives and regulations concerning the health & safety in the workplace and undertake to have the appropriate measures in place to implement such requirements.

### 7. ENVIRONMENTAL IMPACT

Suppliers are required to operate in an environmentally responsible and efficient manner and strive to minimize adverse impacts on the environment. Suppliers should make efforts to minimize the use of energy, water, and raw materials. Where possible, these should be renewable or sustainably sourced. Emissions to air likely to cause pollution or contribute to climate change should be monitored, controlled, and minimized. Suppliers shall make practical efforts to eliminate or reduce levels of waste generated and should reuse and recycle waste materials wherever possible. The handling, storage, movement, treatment, and disposal of all waste must be carried out in accordance with applicable regulation and in an environmentally responsible manner. Suppliers should further consider the environmental credentials and performance of vendors within their own supply chain and require them to operate to a minimum set of standards.

### 8. LABOURS RIGHTS AND CHILD LABORS

Suppliers warrant to comply with the 1998 International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Suppliers must respect the rights of their employees, this includes minimum standards related to wages, benefits and working conditions in accordance with the local laws and ensure compensation of a living wage according to local living conditions.

RA expect is Suppliers to prohibit forced or compulsory labour in all its forms.

Suppliers represent and warrant that they are not engaged in any practice inconsistent with the rights outlined in the Convention on the Rights of the Child.

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Suppliers must take all appropriate measures to prevent sexual exploitation or abuse of anyone by the Supplier's personnel.

We, the undersigned hereby confirm:

1- That we have read and received RA International Supplier Code of Conduct and we hereby undertake to fully commit to it and to comply with its principles and requirements.

2- That we will communicate the contents of the Code to our employees, agents, subcontractors, suppliers and sub-suppliers with whom we work with in the delivery of the goods to RA International and conduct due diligence to assure implementations.

We also confirm that we have noted that compliance with the RA International Supplier Code of Conduct is an essential prerequisite for business relations with RA International.

Name: \_\_\_\_\_

Company \_\_\_\_\_

Signature: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

Contacts:

If you wish to receive any copy of RA International Policies or if you have any questions related to this Supplier Code of Conduct, please address it to [procurement@raints.com](mailto:procurement@raints.com).