

# Treston Supplier Code of Conduct

TRESTON

The Treston Supplier Code of Conduct defines the principles, requirements, and responsibilities for Treston's suppliers of goods and services, covering aspects related to their employees, the environment, the supply chain, and authorities.



## 1. Laws, regulations, and standards

Suppliers must adhere to and comply with all international and local laws, regulations, and standards relevant to their legal systems and industry-specific requirements. This includes product or service-related mandatory liabilities and best practices. Suppliers are also expected to ensure that their own suppliers and subcontractors comply with these terms.

## 2. Labor and human rights

Suppliers are expected to respect [United Nations Universal Declaration of Human Rights \(UDHR\)](#) and comply with local legislation and [ILO \(International Labor Organization\)](#) regulations of basic working rights such as freedom of association.

Suppliers must, in any circumstances:

- refuse to use any child labor or forced labor and expect their subcontractors and suppliers to follow this also.
- have zero tolerance for any unacceptable treatment of employees such as discrimination, physical or mental violation, or sexual harassment.
- guarantee to provide proper reasonable wage or prescribed local minimum salary for all employees and ensure that working hours follow the local legislation.
- ensure that products supplied to Treston do not contain conflict minerals as defined by the EU's Conflict Minerals Regulation.

## 3. Health and safety

Suppliers must provide their employees safe and healthy working environment. Treston expects suppliers to commit to continuous improvement in health and safety related issues. Proper safety training must be ensured for all employees, subcontractors and to everyone concerned.

## 4. Environment

Suppliers must commit to protecting the environment and minimize the environmental impacts of their operations and to comply with all local and international legislation, standards, as well as to follow good practices. Treston expects suppliers to commit to continuous improvement in environmental issues. Treston encourages suppliers to set up environmental targets such as reducing CO2 emissions and energy consumption, following sustainable sourcing policies and adapting innovative practices and technologies that reduce environmental impact and improve labor conditions.

## 5. Bribery and corruption

Suppliers must have zero tolerance for bribery and corruption in any circumstances. Suppliers commit not to influence any decision-making among their customers, suppliers, authorities, or anyone concerned.

## 6. Confidentiality

Suppliers commit to respect and protect all intellectual rights and confidential material of Treston and use them only for agreed purposes.

**Non-compliance with the Treston Supplier Code of Conduct may lead to the termination of our partnership. We encourage suppliers to report any suspected misconduct to Treston.**



United Nations Universal Declaration  
of Human Rights (UDHR)



International Labor  
Organization (ILO)