

Supplier Code of Conduct

Introduction

Syngenta is committed to doing business with the highest standards of ethics and integrity.

By upholding high standards, we can ensure we maintain our good reputation within the communities we operate in, meet legal and regulatory requirements worldwide and build a firm foundation for future growth. When our work involves the use of third parties, the same standards still apply.

Read more about the Syngenta Group Code of Conduct

<https://www.syngentagroup.com/en/about/governance/code-conduct>

This Supplier Code of Conduct is divided into five sections as follows:

1. Ethics
2. Fair Labor Practices
3. Health Safety and Environment
4. Supply Chain and Subcontractors
5. Reporting Concerns and Violations

The requirements in this Supplier Code of Conduct apply to all third parties (referred to as "Suppliers") engaged in business with Syngenta who supply products and/or services to us, and/or who are engaged in business with Syngenta in any other way. Each Supplier to Syngenta is required to act in accordance with this document and live up to its standards when working with us. If local laws and regulations specify stricter requirements than the standards outlined in this document, then the requirements of those laws and regulations should apply.

Kodeks ravnanja za dobavitelje

Uvod

Syngenta je predana poslovanju po najvišjih etičnih standardih in standardih integritete.

Z vzdrževanjem visokih standardov lahko zagotovimo, da ohranimo svoj dober ugled v skupnostih, v katerih poslujemo, izpolnjujemo zakonske in regulativne zahteve po vsem svetu ter zgradimo trdne temelje za prihodnjo rast. Kadar naše delo vključuje uporabo tretjih strank, še vedno veljajo isti standardi.

Preberite več o Kodeksu ravnanja skupine Syngenta

<https://www.syngentagroup.com/en/about/governance/code-conduct>

Ta Kodeks ravnanja za dobavitelje je razdeljen na pet razdelkov:

1. Etika
2. Poštene delovne prakse
3. Varnost in zdravje pri delu ter okolje
4. Dobavna veriga in podizvajalci
5. Poročanje o pomislekih in kršitvah

Zahteve v tem Kodeksu ravnanja za dobavitelje veljajo za vse tretje strani (imenovane "Dobavitelji"), ki poslujejo s Syngento in nam dobavljajo izdelke in/ali storitve in/ali ki kakorkoli drugače poslujejo s Syngento. Od vsakega dobavitelja Syngente se zahteva, da ravna v skladu s tem dokumentom in izpolnjuje njegove standarde pri delu z nami. Če lokalni zakoni in predpisi določajo strožje zahteve od standardov, navedenih v tem dokumentu, potem bi morale veljati zahteve teh zakonov in predpisov.

Upon request, Suppliers will provide us with relevant evidence and/or participate in reviews in order to check that the requirements of this document are being met. Suppliers are also required to take the necessary steps to address any gaps that are identified.

This Supplier Code of Conduct intends to support our commitment to act ethically and responsibly in business and in the workplace as outlined in the Syngenta Group Code of Conduct.

Ethics

At Syngenta, we are committed to conducting business with the highest standards of integrity and responsibility, and to prevent any form of public and private bribery.

Bribery and Corruption

Suppliers will not pay or offer to pay bribes to a Syngenta employee, a government or public official, any other party or family members or friends of the aforementioned. Suppliers will not offer or accept bribes in any form, including incentives, gifts, entertainment, kickbacks and other unofficial (e.g. "unofficial facilitation payments") or improper payments with the intention to improperly obtain or retain business, permits, certifications etc.

This Supplier Code of Conduct does not distinguish between improper payments made to public officials or private business partners.

Suppliers will comply with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and all other applicable laws on public and private bribery.

Business Records and Money Laundering

Suppliers will comply with all anti-money laundering laws and regulations.

Na zahtevo bodo dobavitelji predložili ustrezne dokaze in/ali sodelovali pri pregledih, da se preveri izpolnjevanje zahtev iz tega dokumenta. Od dobaviteljev se prav tako zahteva, da sprejmejo potrebne ukrepe za odpravo ugotovljenih vrzeli.

Namen tega Kodeksa ravnanja za dobavitelje je podpreti našo zavezo k etičnemu in odgovornemu ravnanju v poslovanju in na delovnem mestu, kot je opredeljeno v Kodeksu ravnanja skupine Syngenta.

Etika

V Syngenti smo predani poslovanju po najvišjih standardih integritete in odgovornosti ter preprečevanju vseh oblik javnega in zasebnega podkupovanja.

Podkupovanje in korupcija

Dobavitelji ne bodo plačevali ali ponujali podkupnin zaposlenemu v Syngenti, državnemu ali javnemu uslužbencu, kateri koli drugi strani ali družinskim članom ali prijateljem zgoraj omenjenih. Dobavitelji ne bodo ponujali ali sprejemali podkupnin v nobeni obliki, vključno s spodbudami, darili, zabavo, provizijami in drugimi neuradno (npr. "neuradnimi olajševalnimi plačili") ali neprimernimi plačili z namenom nepravilnega pridobivanja ali ohranjanja poslov, dovoljenj, certifikatov itd.

Ta Kodeks ravnanja za dobavitelje ne razlikuje med neprimernimi plačili javnim uslužbencem ali zasebnim poslovnim partnerjem.

Dobavitelji se bodo ravnali po Zakonu ZDA o preprečevanju korupcije v tujini, Zakonu Združenega kraljestva o podkupovanju in vseh drugih veljavnih zakonih o javnem in zasebnem podkupovanju.

Poslovne evidence in pranje denarja

Dobavitelji se bodo ravnali po vseh zakonih in predpisih o preprečevanju pranja denarja.

When products or services are supplied to Syngenta, Suppliers will ensure that proper written records are kept. Upon request, Syngenta or parties appointed by Syngenta will be entitled to see these records in order to check them.

Fraud

Syngenta has zero tolerance for the act or concealment of fraud.

When doing business with Syngenta, Suppliers will take all necessary steps to prevent fraud and will collaborate in any investigation of suspected fraud related to Syngenta.

Conflict of Interest

All business transactions must be conducted with the best interests of Syngenta in mind.

Suppliers have an obligation to avoid conflicts of interest. Suppliers must not benefit improperly through their relationships with Syngenta employees, their family members or friends. Equally, no Syngenta employee, its family members or friends may personally benefit in an improper way from a relationship of Syngenta with a supplier. Suppliers will proactively disclose to Syngenta any constellation that could constitute a conflict of interest, e.g. a Syngenta employee having personal relationships to or financial interests in the Supplier's business.

Fair Competition

Suppliers will ensure that business is conducted in an open and competitive manner, and that all business practices fully comply with applicable competition laws, wherever they are conducted.

Ko se Syngenti dobavljajo izdelki ali storitve, bodo dobavitelji zagotovili, da se vodijo ustrezne pisne evidence. Na zahtevo bo Syngenta ali stranke, ki jih imenuje Syngenta, upravičena videti te evidence, da jih preveri.

Prevara

Syngenta ima ničelno toleranco do dejanj ali prikriivanja prevar.

Pri poslovanju s Syngento bodo dobavitelji sprejeli vse potrebne ukrepe za preprečevanje prevar in bodo sodelovali pri vsakem preiskovanju suma prevare v zvezi s Syngento.

Navzkrižje interesov

Vse poslovne transakcije je treba izvajati z najboljšimi interesi Syngente v mislih.

Dobavitelji imajo dolžnost izogibati se navzkrižjem interesov. Dobavitelji ne smejo nepravilno imeti koristi iz svojih odnosov z zaposlenimi v Syngenti, njihovimi družinskimi člani ali prijatelji. Enako velja, da noben zaposleni v Syngenti, njegov družinski člani ali prijatelji ne smejo osebno nepravilno imeti koristi iz odnosa Syngente z dobaviteljem. Dobavitelji bodo proaktivno razkrili Syngenti katero koli konstelacijo, ki bi lahko pomenila navzkrižje interesov, npr. če ima zaposleni v Syngenti osebne odnose ali finančne interese v poslovanju dobavitelja.

Poštena konkurenca

Dobavitelji bodo zagotovili, da se poslovanje izvaja na odprt in konkurenčen način ter da se vse poslovne prakse v celoti skladajo z veljavnimi zakoni o konkurenci, kjer koli se izvajajo.

Trade Compliance

Suppliers will adhere to applicable international trade control laws and regulations, including those relating to economic sanctions, customs requirements and export controls. Such requirements also include not participating in boycotts or other restrictive trade practices.

Intellectual property

Suppliers will respect Syngenta and third-party intellectual property rights.

Confidentiality and Information Security

Suppliers will safeguard Syngenta confidential information and property (including any and all equipment, drawings and specifications), not disclose it to third parties (including customers, subcontractors, etc.) without the prior written permission of Syngenta, and only use it for the purpose for which it was provided.

Any cyber incidents (including phishing, data breach, suspected or realized cyber security breach) that may impact Syngenta information – including information being stored, processed or shared with sub-contractors – must be reported to Syngenta [Cyber Security \(cyber.security@syngenta.com\)](mailto:Cyber.Security@syngenta.com) without delay.

Data Privacy

If and to the extent Suppliers are processing personal data, Suppliers will comply with laws, enactments, regulations (including but not limited to General Data Protection Regulation (Regulation (EU) 2016/679) as applicable to such data processing.

Skladnost s trgovinskimi predpisi

Dobavitelji se bodo ravnali po veljavnih mednarodnih zakonih in predpisih o nadzoru trgovine, vključno s tistimi, ki se nanašajo na gospodarske sankcije, carinske zahteve in nadzor izvoza. Taki zahtevi vključujeta tudi nepriključevanje bojkotom ali drugim omejevalnim trgovinskim praksam.

Intelektualna lastnina

Dobavitelji bodo spoštovali pravice intelektualne lastnine Syngente in tretjih strank.

Zaupnost in varnost informacij

Dobavitelji bodo varovali zaupne informacije in premoženje Syngente (vključno z vso opremo, risbami in specifikacijami), jih ne bodo razkrivali tretjim stranem (vključno s strankami, podizvajalci itd.) brez predhodnega pisnega dovoljenja Syngente in jih bodo uporabljali samo za namen, za katerega so bili predloženi.

O vseh kibernetских incidentih (vključno z ribarjenjem podatkov, kršitvijo podatkov, sumom na kibernetško varnostno kršitev ali dejansko kibernetško varnostno kršitvijo), ki bi lahko vplivali na informacije Syngente – vključno z informacijami, ki se shranjujejo, obdelujejo ali delijo s podizvajalci – je treba nemudoma obvestiti Kibernetško varnost Syngente (cyber.security@syngenta.com).

Zasebnost podatkov

Če in v obsegu, v katerem dobavitelji obdelujejo osebne podatke, se bodo dobavitelji ravnali po zakonih, aktih, predpisih (vključno z Splošno uredbo o varstvu podatkov (Uredba (EU) 2016/679), ki se uporabljajo za tako obdelavo podatkov.

Suppliers will ensure that all personal and sensitive information and data relating to Syngenta employees and business partners is kept confidential and in accordance with applicable data privacy laws and standards and contractual requirements. Suppliers will not transfer, sell or trade any such information and data.

Fair Labor Practices

At Syngenta, we strive for fair labor practices and fair treatment of everyone by following the highest standards in compliance with local laws, and national and international codes and conventions.

Freedom of Association and Collective Bargaining

Where recognized in accordance with local laws, the Supplier shall recognize unions and collective worker representations for collective bargaining and negotiation purposes regarding the terms and conditions of employment.

No employee or employee representative of the Supplier must be subject to discharge, discrimination, harassment, intimidation or retaliation for exercising his or her lawful right to associate or bargain collectively.

Working Hours / Wage and Benefits / Conditions of Work

Suppliers will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Dobavitelji bodo zagotovili, da se vse osebne in občutljive informacije ter podatki, ki se nanašajo na zaposlene in poslovne partnerje Syngente, obravnavajo zaupno in v skladu z veljavnimi zakoni in standardi o zasebnosti podatkov ter pogodbenimi zahtevami. Dobavitelji ne bodo prenašali, prodajali ali trgovali s takimi informacijami in podatki.

Poštene delovne prakse

V Syngenti si prizadevamo za poštene delovne prakse in pravično obravnavo vseh, tako da sledimo najvišjim standardom v skladu z lokalnimi zakoni ter nacionalnimi in mednarodnimi kodeksi in konvencijami.

Svoboda združevanja in kolektivnega pogajanja

Kjer je to priznano v skladu z lokalnimi zakoni, mora dobavitelj priznati sindikate in kolektivna delavska predstavništva za namene kolektivnega pogajanja in pogajanj o pogojih zaposlitve.

Noben zaposleni ali predstavnik zaposlenih pri dobavitelju ne sme biti predmet odpusta, diskriminacije, nadlegovanja, ustrahovanja ali maščevanja zaradi uveljavljanja svoje zakonite pravice do združevanja ali kolektivnega pogajanja.

Delovni čas / plača in ugodnosti / delovni pogoji

Dobavitelji bodo sprejeli in se držali pravil in pogojev zaposlovanja, ki spoštujejo delavce in kot minimum varujejo njihove pravice po nacionalnih in mednarodnih zakonih in predpisih s področja dela in socialne varnosti.

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Wages should reflect at least the minimum wage or the appropriate prevailing wage, whichever is higher. Suppliers will comply with all legal requirements on wages and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, Suppliers together with Syngenta will work with business and labor experts to take appropriate actions that seek to progressively realize a level of compensation that does.

Suppliers will not require employees to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular working week of employees will not exceed the limit defined by local law or ILO regulations whichever is more stringent. The regular work week will not exceed 48 hours. Employees will have the right to at least 24 consecutive hours of rest in every seven-day period. All overtime work will be consensual and will be compensated at premium rate. Overtime will not be requested on a regular basis. Other than in exceptional seasonal circumstances, the sum of regular and overtime hours in a week will not exceed 60 hours.

Child Labor

Child labor is considered any work or activity that interferes with the schooling of a child and/or is mentally, physically, socially or morally dangerous and harmful to children.

Vsak delavec ima pravico do nadomestila za redno delovno tednu, ki zadošča za izpolnitev njegovih osnovnih potreb in zagotavlja nekaj diskrecijskega dohodka. Plače bi morale odražati vsaj minimalno plačo ali ustrezno prevladujočo plačo, kar je višje. Dobavitelji se bodo ravnali po vseh zakonskih zahtevah glede plač in zagotovili kakršne koli dodatne ugodnosti, ki jih zahtevata zakon ali pogodba. Kjer nadomestilo ne zadošča osnovnim potrebam delavcev in ne zagotavlja nekaj diskrecijskega dohodka, bodo dobavitelji skupaj s Syngento sodelovali s poslovnimi in delovnimi strokovnjaki, da sprejmejo ustrezne ukrepe za postopno doseganje ravni nadomestila, ki to omogoča.

Dobavitelji ne bodo zahtevali, da zaposleni delajo več kot redno in nadurno delo, ki ga dovoljuje zakon države, v kateri so delavci zaposleni. Redno delovno tednu zaposlenih ne bo presešlo omejitve, določene z lokalnim zakonom ali predpisi MOR, kar je strožje. Redno delovno tednu ne bo presešlo 48 ur. Zaposleni bodo imeli pravico do najmanj 24 zaporednih ur počitka v vsakem sedemdnevem obdobju. Vso nadurno delo bo prostovoljno in bo plačano po višji stopnji. Nadurno delo se ne bo redno zahtevalo. Razen v izjemnih sezonskih okoliščinah, vsota rednega in nadurnega dela v enem tednu ne bo preseгла 60 ur.

Otroško delo

Otroško delo se šteje za kakršno koli delo ali dejavnost, ki ovira šolanje otroka in/ali je duševno, telesno, družbeno ali moralno nevarna in škodljiva za otroke.

Suppliers will not use any child labor as defined by and in accordance with national laws and regulations. We expect that no person will be employed under the age of 15, under the age for completion of compulsory education, or under the minimum age as specified by local law, whichever is higher. An exception for farm work exists, however only if accepted by local law and only under the strict frame of work specified in annex 1 of this document. Any persons employed between the ages of 15 and 18 years old must not be exposed to activities that could harm their physical, mental or psychological development.

Diversity and Inclusion

Suppliers will promote all aspects of diversity and inclusion in their workplaces.

Discrimination, Harassment and Abuse

Suppliers will ensure that all hiring, placement, remuneration, advancement, training and disciplinary decisions are consistent with local law.

Suppliers will commit to maintaining a workplace environment free from any discrimination. No person will be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin. Suppliers will treat every employee with dignity and respect. Harassment and/or abuse is prohibited in any form including physical, sexual, psychological and verbal.

Illegal, Forced, Bonded and Compulsory Labor

Dobavitelji ne bodo uporabljali nobenega otroškega dela, kot je opredeljeno in v skladu z nacionalnimi zakoni in predpisi. Pričakujemo, da nobena oseba ne bo zaposlena pod starostjo 15 let, pod starostjo za zaključek obveznega šolanja ali pod minimalno starostjo, kot je določeno z lokalnim zakonom, kar je višje. Obstaja izjema za kmetijsko delo, vendar le, če jo dovoljuje lokalni zakon in samo v okviru strogih pogojev dela, navedenih v prilogi 1 tega dokumenta. Nobena zaposlena oseba med 15. in 18. letom starosti ne sme biti izpostavljena dejavnostim, ki bi lahko škodovala njenemu telesnemu, duševnemu ali psihološkemu razvoju.

Raznolikost in vključenost

Dobavitelji bodo spodbujali vse vidike raznolikosti in vključenosti na svojih delovnih mestih.

Diskriminacija, nadlegovanje in zloraba

Dobavitelji bodo zagotovili, da bodo vse odločitve o zaposlovanju, razporeditvi, nagrajevanju, napredovanju, usposabljanju in disciplini skladne z lokalnimi zakoni.

Dobavitelji se bodo zavezali k vzdrževanju delovnega okolja brez kakršne koli diskriminacije. Nihče ne bo predmet nobene diskriminacije pri zaposlovanju, vključno z zaposlovanjem, nagrajevanjem, napredovanjem, disciplino, odpovedjo ali upokojitvijo na podlagi spola, rase, vere, starosti, invalidnosti, spolne usmerjenosti, narodnosti, političnega prepričanja, družbene skupine ali etničnega porekla.

Dobavitelji bodo obravnavali vsakega zaposlenega z dostojanstvom in spoštovanjem. Nadlegovanje in/ali zloraba sta prepovedana v kakršni koli obliki, vključno s telesno, spolno, psihološko in verbalno.

Nezakonito, prisilno, vezano in obvezno delo

Suppliers will not use or benefit from any illegal labor, including illegal migrant labor.

Suppliers will take appropriate steps to ensure that they do not directly or indirectly participate in, or benefit from, any form of forced or bonded labor such as: physical or mental coercion; captivity; the use of trafficked workers; the withholding of personal documents or items; wage deductions; or any similar conditions that prevent workers from freely terminating their employment with the supplier.

Health, Safety and Environment

As a leading global company committed to sustainable agriculture, we have a responsibility to protect the environment, and to ensure the health and safety of our employees, customers and the communities in which we operate. HSE performance plays a key part in developing and protecting our reputation with all our stakeholders.

HSE Policy, Resources and Objectives

Suppliers will have appropriate policies, management systems and resources in place to ensure that all their activities are managed in a responsible manner, in compliance with all applicable legal requirements and the standards outlined in this Supplier Code of Conduct.

Suppliers will set objectives to reduce risks to health, safety and the environment and meet the health, safety and welfare needs of all members of the workforce, including people with disabilities. Suppliers will have formal plans and adequate resources to achieve these objectives.

HSE Risk Management

Suppliers will have appropriate HSE risk management processes in place that effectively identify site/location hazards and mitigate to an acceptable level all associated health, safety and environmental risks.

Dobavitelji ne bodo uporabljali ali imeli koristi od kakršnega koli nezakonitega dela, vključno z nezakonito delovno silo migrantov.

Dobavitelji bodo sprejeli ustrezne ukrepe, da neposredno ali posredno ne bodo sodelovali ali imeli koristi od kakršne koli oblike prisilnega ali vezanega dela, kot so: fizična ali duševna prisila; ujetništvo; uporaba delavcev, žrtev trgovine z ljudmi; odvzem osebnih dokumentov ali predmetov; odbitki od plače; ali kakršni koli podobni pogoji, ki delavcem preprečujejo prosto prekinitev zaposlitve pri dobavitelju.

Varnost in zdravje pri delu ter okolje

Kot vodilno globalno podjetje, predano trajnostni kmetiji, imamo odgovornost varovati okolje ter zagotavljati varnost in zdravje naših zaposlenih, strank in skupnosti, v katerih poslujemo. Uspešnost na področju varnosti in zdravja pri delu ter okolja igra ključno vlogo pri razvoju in varovanju našega ugleda pri vseh naših deležnikih.

Politika VZO, viri in cilji

Dobavitelji bodo imeli ustrezne politike, sisteme upravljanja in vire, da zagotovijo, da se vse njihove dejavnosti upravljajo na odgovoren način, v skladu z vsemi veljavnimi zakonskimi zahtevami in standardi, opredeljenimi v tem Kodeksu ravnanja za dobavitelje.

Dobavitelji bodo postavili cilje za zmanjšanje tveganj za zdravje, varnost in okolje ter izpolnili potrebe po zdravju, varnosti in dobrem počutju vseh članov delovne sile, vključno z osebami z invalidnostjo. Dobavitelji bodo imeli formalne načrte in ustrezne vire za doseganje teh ciljev.

Upravljanje tveganj VZO

Dobavitelji bodo imeli ustrezne procese upravljanja tveganj VZO, ki učinkovito prepoznavajo nevarnosti na lokacijah/mestih in zmanjšujejo na sprejemljivo raven vsa povezana tveganja za zdravje, varnost in okolje.

Occupational Health

Suppliers will have appropriate controls in place to manage health risks to acceptable levels in order to:

- Prevent ill health
- Promote good health and
- Address any impact of changes in health on an employees' and contractors' ability to work.

Safety

Suppliers will have appropriate controls in place to manage safety risks to acceptable levels in order to:

- Prevent incidents and injuries
- Improve safety performance and
- Manage the consequences of safety incidents.

Environment

Suppliers will have appropriate controls in place to manage environmental risks to acceptable levels in order to:

- Prevent environmental incidents
- Minimize pollution and
- Manage potential environmental liabilities.

Environmental Sustainability

Suppliers will work towards:

- Measuring the impact of their normal operations on the environment in so far as they relate to products or services supplied to Syngenta (e.g., Greenhouse gas emissions, energy consumption, water consumption, and waste).
- Setting targets and taking action to minimize as far as possible the impact of their normal operations on the environment.
- Identifying and delivering environmental impact improvement opportunities associated with the products or services supplied to Syngenta.

Suppliers will keep Syngenta informed of progress on request.

Emergency Preparedness

Zdravje pri delu

Dobavitelji bodo imeli ustrezne kontrole za obvladovanje tveganj za zdravje na sprejemljivih ravneh, da:

- preprečijo zdravstvene težave;
- spodbujajo dobro zdravje in
- obravnavajo kakršen koli vpliv sprememb v zdravju na zmožnost zaposlenih in iz

Varnost

Dobavitelji bodo imeli ustrezne kontrole za obvladovanje varnostnih tveganj na sprejemljivih ravneh, da:

- preprečijo incidente in poškodbe;
- izboljšajo varnostne rezultate in
- upravljajo posledice varnostnih incidentov.

Okolje

Dobavitelji bodo imeli ustrezne kontrole za obvladovanje okoljskih tveganj na sprejemljivih ravneh, da:

- preprečijo okoljske incidente;
- čim bolj zmanjšajo onesnaževanje in
- upravljajo morebitne okoljske obveznosti.

Okoljska trajnost

Dobavitelji bodo delali na:

- merjenju vpliva njihovih običajnih operacij na okolje, kolikor se nanašajo na izdelke ali storitve, ki se dobavljajo Syngenti (npr. emisije toplogrednih plinov, poraba energije, poraba vode in odpadki);
- postavljanju ciljev in ukrepanju za čim večje zmanjšanje vpliva njihovih običajnih operacij na okolje;
- prepoznavanju in izvedbi priložnosti za izboljšanje okoljskega vpliva, povezanih z izdelki ali storitvami, ki se dobavljajo Syngenti.

Dobavitelji bodo na zahtevo obveščali Syngento o napredku.

Pripravljenost na izredne razmere

Suppliers will have processes in place to effectively respond to and manage potential emergency situations in order to minimize their impact with regard to people, assets, communities, customers and the environment.

Training and Competence

Suppliers will ensure that all employees and contractors understand basic HSE requirements and the hazards and risks of the activities they undertake and have the relevant knowledge to perform their job without causing harm to themselves, to others, or to the environment.

Audit and Compliance

Suppliers will carry out regular internal HSE Audits to the extent necessary to provide them with assurance on their compliance with legal requirements and these HSE standards.

Reporting, Evaluation and Improvement Plans

Suppliers will have systems in place to report, investigate and learn from HSE incidents and to establish improvement plans to address HSE performance gaps.

Communication and Consultation

Suppliers will have appropriate systems in place to enable them to have effective HSE communications with employees, contractors, suppliers, customers and regulators. Where appropriate, Suppliers will proactively engage with their local communities and neighbors with regard to any HSE and other concerns.

Supply Chain and Subcontractors

Through partnerships with various organizations, we aim to ensure that our suppliers adopt appropriate standards in key areas and we support them in continuously improving. We want to ensure that our Suppliers are committed to applying the same standards throughout their supply chains.

Dobavitelji bodo imeli vzpostavljene procese za učinkovito odzivanje in obvladovanje morebitnih izrednih razmer, da bi čim bolj zmanjšali njihov vpliv na ljudi, sredstva, skupnosti, stranke in okolje.

Usposabljanje in usposobljenost

Dobavitelji bodo zagotovili, da vsi zaposleni in pogodbeni delavci razumejo osnovne zahteve VZO ter nevarnosti in tveganja dejavnosti, ki jih opravljajo, ter imajo ustrezno znanje za opravljanje svojega dela, ne da bi pri tem ogrozili sebe, druge ali okolje.

Revizija in skladnost

Dobavitelji bodo izvajali redne notranje revizije VZO v obsegu, potrebnem za zagotovitev njihove skladnosti z zakonskimi zahtevami in temi standardi VZO.

Poročanje, ocenjevanje in načrti izboljšav

Dobavitelji bodo imeli vzpostavljene sisteme za poročanje, preiskovanje in učenje iz incidentov VZO ter za pripravo načrtov izboljšav za obravnavo vrzeli v rezultatih VZO.

Komuniciranje in posvetovanje

Dobavitelji bodo imeli ustrezne sisteme, ki jim bodo omogočali učinkovito komuniciranje o VZO z zaposlenimi, pogodbenimi delavci, dobavitelji, strankami in regulatorji. Kjer je primerno, se bodo dobavitelji proaktivno vključevali v svoje lokalne skupnosti in sosede glede vseh vprašanj VZO in drugih pomislekov.

Dobavna veriga in podizvajalci

S partnerstvom z različnimi organizacijami si prizadevamo zagotoviti, da naši dobavitelji sprejmejo ustrezne standarde na ključnih področjih, in jih podpiramo pri nenehnem izboljševanju. Želimo si, da so naši dobavitelji predani uporabi istih standardov v celotni svoji dobavni verigi.

Sustainable Procurement

Suppliers will have appropriate systems and controls in place to promote compliance with the principles of this Supplier Code of Conduct within their supply chain. Such systems and controls will include evaluation of the risk of non-compliance, supply chain due diligence and remediation of non-compliance.

Subcontractors

If the use of subcontractors is permitted, Suppliers will make sure that any subcontractors engaged in connection with the provision of services or products to Syngenta also comply with this Supplier Code of Conduct.

Conflict Minerals

Suppliers will notify Syngenta of any direct or indirect use of conflict minerals (Tin, tantalum, tungsten and gold) in products supplied to Syngenta.

Suppliers will also ensure that products supplied to Syngenta do not contain minerals or derivatives that originate from conflict regions or directly or indirectly finance, or benefit armed groups.

Reporting Concerns and Violations – Annex 1

Syngenta takes compliance seriously. If you suspect that somebody is not complying with the principles of this Supplier Code of Conduct, please let us know immediately so that we can look into the matter.

You can do this at:
www.syngentacompliancehelpline.com

Trajnostno nabavljanje

Dobavitelji bodo imeli ustrezne sisteme in kontrole za spodbujanje skladnosti z načeli tega Kodeksa ravnanja za dobavitelje v svoji dobavni verigi. Taki sistemi in kontrole bodo vključevali oceno tveganja neskladnosti, dolžno skrbnost v dobavni verigi in odpravljanje neskladnosti.

Podizvajalci

Če je dovoljena uporaba podizvajalcev, bodo dobavitelji zagotovili, da bodo vsi podizvajalci, ki sodelujejo pri zagotavljanju storitev ali izdelkov Syngenti, prav tako spoštovali ta Kodeks ravnanja za dobavitelje.

Minerali iz konfliktnih območij

Dobavitelji bodo obvestili Syngento o kakršni koli neposredni ali posredni uporabi mineralov iz konfliktnih območij (kositer, tantal, volfram in zlato) v izdelkih, dobavljenih Syngenti.

Dobavitelji bodo prav tako zagotovili, da izdelki, dobavljeni Syngenti, ne vsebujejo mineralov ali derivatov, ki izvirajo iz konfliktnih območij ali neposredno ali posredno financirajo ali koristijo oboroženim skupinam.

Poročanje o pomislekih in kršitvah – Priloga 1

Syngenta resno jemlje vprašanje skladnosti. Če sumite, da nekdo ne spoštuje načel tega Kodeksa ravnanja za dobavitelje, nas nemudoma obvestite, da lahko preučimo zadevo.

To lahko storite na:
www.syngentacompliancehelpline.com

Further Guidance on Child Labor for Farm Work

We expect that no person is employed under the age of 15, under the age for completion of compulsory education, or under the minimum age as specified by local law, whichever is higher.

An exception for farm work exists, however only if accepted by local law and only under the strict frame of work specified below.

1. A minor, between the age of 12 and 15 may work, in parallel with studying, on a farm owned or operated by the parent or person standing in place of their parents [a guardian] as long as the following conditions are met:

- The minor freely reports their wish to help and learn at the family farm if interviewed outside the farm.

- Work is supervised at all times by a parent or guardian.

- Not likely to be harmful mentally, physically, socially or morally dangerous for their health or development.

- Not such as to prejudice their attendance at school, their participation in vocational orientation or training program approved by the competent authority or their capacity to benefit from the instruction received.

- Work does not take place at night, does not consist of heavy lifting duties or hazardous work conditions, defined as:

- Operating or assisting to technically operate any type of machine, including tractor and power engines

- Felling, bucking, skidding, loading, or unloading timber

- Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 2 meters

- Working in a confined space (example silo or a storage designed to retain an oxygen deficient or toxic atmosphere)

Dodatne smernice o otroškem delu za kmetijsko delo

Pričakujemo, da nobena oseba ni zaposlena pod starostjo 15 let, pod starostjo za zaključek obveznega šolanja ali pod minimalno starostjo, kot je določeno z lokalnim zakonom, kar je višje.

Obstaja izjema za kmetijsko delo, vendar le, če jo dovoljuje lokalni zakon in samo v okviru strogoj pogojev dela, navedenih spodaj.

1. Mladoletnik, star med 12 in 15 let, lahko dela vzporedno s šolanjem na kmetiji, ki je v lasti ali jo upravlja eden od staršev ali oseba, ki nadomešča starše [skrbnik], če so izpolnjeni naslednji pogoji:

- Mladoletnik svobodno izrazi željo pomagati in se učiti na družinski kmetiji, če je intervjuvan zunaj kmetije.

- Delo je ves čas nadzorovano s strani enega od staršev ali skrbnika.

- Ni verjetno, da bi bilo škodljivo za duševno, telesno, družbeno ali moralno zdravje ali razvoj.

- Ni takšno, da bi oviralo obiskovanje šole, udeležbo v poklicni orientaciji ali programu usposabljanja, ki ga odobri pristojni organ, ali zmožnost pridobivanja koristi iz prejetega pouka.

- Delo ne poteka ponoči, ne vključuje težkih del ali nevarnih delovnih pogojev, opredeljenih kot:

- upravljanje ali tehnična pomoč pri upravljanju kakršne koli vrste strojev, vključno s traktorji in pogonskimi motorji;

- podiranje, klešččenje, vlačenje, natovarjanje ali raztovarjanje lesa;

- delo z lestve ali odra (barvanje, popraviljanje ali gradnja objektov, obrezovanje dreves, nabiranje sadja itd.) na višini nad 2 metra;

- delo v zaprtem prostoru (npr. silos ali skladišče, zasnovano za zadrževanje atmosfere z majhno vsebnostjo kisika ali strupene atmosfere);

- Handling or applying any type of agricultural chemicals.

2. In case national laws or regulations permit the employment, a minor, between the age of 13 and 15 may work, in parallel with studying as long as the following conditions are met:

- Work does not take place at night, does not consist of heavy lifting duties or hazardous work conditions, defined as:

- Operating or assisting to technically operate any type of machine, including tractor and power engines

- Felling, bucking, skidding, loading, or unloading timber

- Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 2 meters

- Working in a confined space (example silo or a storage designed to retain an oxygen deficient or toxic atmosphere)

- Handling or applying any type of agricultural chemicals

- Not likely to be harmful mentally, physically, socially or morally dangerous for their health or development.

- Not such as to prejudice their attendance at school, their participation in vocational orientation or training program approved by the competent authority or their capacity to benefit from the instruction received.

- Is with permission of their parent or legal guardian.

- This is communicated clearly to Syngenta and documented records kept.

- Is directly supervised.

- ravnanje ali nanašanje kakršnih koli vrst kmetijskih kemikalij.

2. V primeru, da nacionalni zakoni ali predpisi dovoljujejo zaposlitev, lahko mladoletnik, star med 13 in 15 let, dela vzporedno s šolanjem, če so izpolnjeni naslednji pogoji:

- Delo ne poteka ponoči, ne vključuje težkih del ali nevarnih delovnih pogojev, opredeljenih kot:

- upravljanje ali tehnična pomoč pri upravljanju kakršne koli vrste strojev, vključno s traktorji in pogonskimi motorji;

- podiranje, kleščenje, vlačenje, natovarjanje ali raztovarjanje lesa;

- delo z lestve ali odra (barvanje, popraviljanje ali gradnja objektov, obrezovanje dreves, nabiranje sadja itd.) na višini nad 2 metra;

- delo v zaprtem prostoru (npr. silos ali skladišče, zasnovano za zadrževanje atmosfere z majhno vsebnostjo kisika ali strupene atmosfere);

- ravnanje ali nanašanje kakršnih koli vrst kmetijskih kemikalij.

- Ni verjetno, da bi bilo škodljivo za duševno, telesno, družbeno ali moralno zdravje ali razvoj.

- Ni takšno, da bi oviralo obiskovanje šole, udeležbo v poklicni orientaciji ali programu usposabljanja, ki ga odobri pristojni organ, ali zmožnost pridobivanja koristi iz prejetega pouka.

- Je z dovoljenjem staršev ali zakonitega skrbnika.

- To je jasno sporočeno Syngenti in se vodijo dokumentirani zapisi.

- Je pod neposrednim nadzorom.