



Responsible Supply chain Policy



LOG is committed to conducting business in a responsible, fair and an ethical manner and with full compliance will the international and local laws. To uphold this commitment we expects all our stakeholders to promote the same business conduct and we strive to conduct business only with suppliers that share the same commitments and that promote the highest ethical standards.

We see our suppliers as our key business partners for our joint success. To this end, we believe that full cooperation for the promotion of ESG - including concern for human rights, employees' health and safety, community support, sustainable raw materials, transport efficiency and activities to reduce environmental impact - will lead to a resilient business relations, better economic, social and environmental conduct and a better world for future generations.

We strive that our suppliers will embrace the ESG pathway and for that end, we will promote this approach in all our interactions and will offer guidance using this policy that will serve as our **'Suppliers Code of Conduct'** alongside our [LOG Code of Ethics](#). In addition, we set a goal to assure that **50% of our material and long-term suppliers are ESG assessed, by 2030.**

Fair and diverse procurement

We make sure to act responsibly, fairly and caringly towards our suppliers. We share with them the ethical values and principles of behavior we have set for ourselves as well as our expectations for promoting sustainability and responsibility for society and the environment. We therefore prefer working with suppliers that share the same values.

We see an opportunity for mutual enrichment and development through meetings with our supplier and promoting multicultural, sectoral, inclusive and enriching joint work routines. That is why we encourage diverse procurement - working with suppliers that promote diverse employment and / or represent diverse under-employed groups such as: women-owned businesses, minorities, people with disabilities, etc.

Ethical conduct – Anti corruption and bribery, conflict of interest, Anti-trust and Data security

Suppliers form an integral part of our value-chain and we expect their commitment to ethical and sustainable business practices. Suppliers must fully comply with all applicable national and local laws and regulations of the countries in which they operate.

We prohibit corruption, bribery, extortion, and embezzlement or any un-ethical conduct. Suppliers shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate.

LOG's Suppliers must avoid transactions with its personnel or representatives that create, or give the appearance of, a conflict of interest. A conflict of interest occurs whenever the prospect of personal gain may influence business judgment. Any situation that even has the appearance of a conflict of interest must be reported to LOG immediately.

LOG's suppliers shall conduct business competitively and in full compliance with all applicable antitrust and competition laws and regulations.

Suppliers shall ensure that all data privacy rules, regulations and laws are complied with, especially as it relates to LOG's staff, employees, contractors and consultants. Suppliers shall safeguard LOG's confidential and proprietary information and shall not use or disclose such information other than with the express consent of, and for the benefit of LOG.

Human rights and fair labor

All individuals deserve a fair and ethical workplace. Suppliers must treat their workers with dignity and respect, and prohibit discrimination in any form.

We oppose any discrimination based on race, skin color, religion, physical disability, national origin, age, sexual orientation, gender, gender identity and gender expression, marital status, marital status or any other characteristic of diversity. We will not tolerate any form of harassment, violence or threats among us.

We encourage our suppliers to give everyone an equal opportunity, encourage employment diversity and invest resources in personal development.

There will be no forced labor, child employment, trafficking in human beings or any form of abuse.

Suppliers must take care for their employee's health and safety, and assure a safe workplace, free of harassment and abuse.

Suppliers shall follow all applicable laws and regulations with respect to working hours, overtime and days of rest, fair pay and legally mandated benefits.

Promoting environmentally sustainable procurement

As an organization that was founded 50 years ago, we have experience, knowledge and collaborations that can formulate solutions for a more sustainable industry. Our suppliers are an important partner to help us fulfil our ambition for a **circular economy** and the goals we set to ourselves to reduce our environmental impact – focusing on our products and production sites.

To that end, we will learn what our suppliers' commitments in the field are and will invite them to offer new and environmental raw materials and solutions.

Suppliers shall ensure that their facilities comply with environmental laws, including all applicable laws related to waste disposal, air emissions, discharges, toxic substances and hazardous waste disposal. We expect our suppliers to take commitment to further invest in reduction of their environmental impact and promote renewable energy use, minimize their water consumption and work on ways to measure their progress.

Furthermore, suppliers shall diligently manage their supply chains to support responsible sourcing.

The climate crisis increases the likelihood of recurrence of environmental extreme events. We, at LOG, promote climate risk management to make our value chain resilient to all extreme scenarios that are expected. Our suppliers should manage their environmental and climate risks as well.

Joining forces to reduce our product's environmental impact

We are committed to working with our suppliers to develop integrated solutions tailored to the needs of all involved as well as the needs of the planet. To this end, we will promote proactive moves for joint thinking-sessions with our suppliers to promote sustainable production and products.

Empowering our suppliers to improve their environmental practices

We are committed to advancing the concept of environmental sustainability among our suppliers, expecting them to demonstrate a responsible approach towards the environment and inviting them to promote their practices in the field together through combined efforts.

Policy implementation

We expect our suppliers to respect human rights, health and safety, environmental protection, supply chain, to conduct business in compliance with all laws with specific focus on those prohibiting bribery and corruption.

All Suppliers are expected to understand and comply with this Policy. This Policy applies to all LOG's suppliers, and their subsidiaries and subcontractors.

LOG assess its Suppliers' compliance with this Policy by conducting meetings, questionnaires reviewing policies and procedures and on-site auditing.

Ensuring policy implementation

- LOG's activities to promote a responsible and sustainable supply-chain supervised by the ESG Steering Committee established by a leading team of managers in the company and chaired by the company's CEO.
- Responsible procurement management and environmental sustainability encouragement with our suppliers managed by the LOG's Procurement manager.

Scope

LOG's Responsible Supply chain policy serves as a declaration of its management and executive's commitment towards all our stakeholders and applies to all activities of the Company and its subsidiary throughout the entire value chain.

Policy communication and transparency

The policy is available to all of the Company's stakeholders on the Company's website.

We also publish an annual sustainability report in accordance with the standards of the "Global Reporting Initiative" (GRI) on LOG's website, in which we report transparently on material environmental indicators.

We invite our stakeholders to send suggestions and ideas for implementing solutions in the field to:
ESG@logpac.com