



SUPPLIER & SUBCONTRACTOR CODE OF CONDUCT

1. Business Integrity

Suppliers and subcontractors of Sayin Construction Group Companies shall conduct business with integrity: zero tolerance for bribery, corruption, fraud, extortion or facilitation payments in any market.

2. Health & Safety

Suppliers shall comply with the Group's zero-harm policy, site HSE rules and all applicable occupational health and safety legislation. Stop-work authority applies to every person on a Sayin site.

3. Labour & Human Rights

No child labour, forced labour or discrimination. Fair wages, lawful working hours and freedom of association are mandatory across the supply chain.

4. Environment

Suppliers shall minimize environmental impact, manage waste responsibly and comply with project environmental management plans and ISO 14001-aligned procedures.

5. Quality & Traceability

Materials and workmanship shall meet specified standards with full documentation and traceability. Counterfeit or non-conforming materials are grounds for immediate removal.

6. Confidentiality & Conflicts of Interest

Commercial information is confidential. Actual or potential conflicts of interest must be disclosed to the Group's compliance office without delay.

7. Reporting

Breaches of this Code may be reported confidentially through the Sayin Ethics Hotline on the corporate website. The Group prohibits retaliation against good-faith reporters.

This document is a CMS placeholder pending legal review and official publication by Sayin Construction Group Companies.

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