

SERVICE PROVIDERS
CODE OF CONDUCT

1. The standards of ethical business behaviour, namely on a social and environmental level, by which Sanitana governs its activity both internally and in its relations with customers, shareholders, service providers, suppliers and other external entities, reflect its commitment to these matters and are adopted in this document.

2. Infringement of any of the following points in this Code of Conduct may lead to the business relationship between Sanitana and its Suppliers and Service Providers being terminated, besides other consequences:

a) Sanitana shall not admit any kind of child labour. Besides being socially deplorable, child labour is also a crime. We consider this practice to be unacceptable and it will be reported to the respective authorities whenever the company learns of it.

b) Sanitana cares about providing a safe and healthy working environment for its workers, as well as for those working for its Suppliers and Service Providers.

c) Sanitana respects the rights and practices associated with race, social class, nationality, religion, gender, sexual orientation, union membership, political affiliation and age, renouncing and condemning any such behaviour.

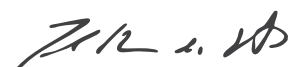
d) Sanitana shall not tolerate behaviour of a coercive, threatening, abusive or exploitive nature that go against basic ethical principles, whether they are violence in the Workplace, Harassment or intimidation.

e) Sanitana recognises that equal employment opportunities are a fundamental right, regardless of race, colour, religion, gender, sexual orientation, nationality, age or marital status. This applies to all aspects of Sanitana's management decisions, including recruitment, hiring, placement, development, promotion, training, working hours, benefits, compensation and termination of work contract.

f) Sanitana is an environmentally responsible company, seeking to reduce waste production, re-using the waste generated whenever possible, properly separating waste according to its type, not eliminating waste illegally, saving on water consumption, using all forms of energy efficiently, and we encourage our Suppliers and Service Providers to undertake the same practices.

Infringements, suggestions or any other comment related to this document can be communicated using the following channels:

- **Email:** rh.geral@sanitana.pt
- **Postal Address:** Sanitana S.A. - Apartado 45 - 3781-909 Anadia



Paulo Moreira dos Santos
Managing Director

Human Resources Department

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