

Semios - Supplier Code of Conduct

1. Purpose

Semios works side by side with growers, advisors, and partners to make agriculture simpler, smarter, and more resilient. Our suppliers are part of that support system. This Code of Conduct sets out the standards we expect from every supplier that provides goods or services to Semios.

These expectations are designed to protect people, safeguard the environment, support product quality, and strengthen trust across our supply chain.

2. Scope

This Code applies to all suppliers, contractors, subcontractors, agents, and service providers that do business with Semios or act on Semios' behalf. Suppliers are expected to communicate these expectations throughout their own supply chains and to use reasonable efforts to ensure their suppliers and subcontractors meet equivalent standards.

3. Shared Commitment

Semios values practical solutions, field-tested reliability, and long-term relationships. We expect suppliers to operate with the same focus: do the right thing, meet commitments, raise concerns early, and continuously improve.

Suppliers must comply with all applicable laws and regulations and are expected to align with internationally recognized standards for human rights, labour, environmental protection, responsible sourcing, and business integrity.

4. Supplier Expectations

Suppliers are expected to support the following principles in daily operations and decision-making:

Environmental Stewardship

- Comply with applicable environmental, health, and safety laws and permits.

- Use resources efficiently and take practical steps to reduce waste, emissions, water impacts, and pollution.
- Handle, store, transport, and dispose of materials safely and responsibly, including chemicals, batteries, electronics, packaging, and waste streams.
- Protect biodiversity and local communities by managing environmental risks associated with products, services, and operations.

Safe, Respectful Workplaces

- Provide working conditions that protect health, safety, dignity, and well-being.
- Prohibit forced labour, modern slavery, human trafficking, child labour, harassment, abuse, and unlawful discrimination.
- Respect workers' rights to freedom of association and collective bargaining in accordance with applicable law.
- Comply with applicable wage, benefit, overtime, and working-hour requirements and maintain accurate employment records.

Product Quality and Operational Reliability

- Deliver products and services that meet agreed specifications, quality requirements, and applicable safety standards.
- Maintain appropriate quality systems, inspection controls, and corrective-action practices to prevent defects and recurring issues.
- Notify Semios promptly of supply risks, quality concerns, safety incidents, material changes, or non-conformances that may affect Semios operations, customers, or growers.

Business Integrity

- Conduct business honestly, fairly, and transparently.
- Prohibit bribery, corruption, extortion, fraud, money laundering, and improper gifts or hospitality intended to influence a decision.
- Avoid conflicts of interest and disclose any actual or potential conflict that may affect work with Semios.
- Comply with applicable competition, antitrust, sanctions, export-control, import, customs, and trade laws.

Data, Confidentiality, and Intellectual Property

- Protect Semios confidential information, intellectual property, personal information, product data, and customer or grower information from unauthorized access, disclosure, misuse, loss, or alteration.
- Use Semios information only for authorized business purposes and in accordance with contractual obligations and applicable privacy and data-protection laws.

Responsible Sourcing and Traceability

- Understand the origin of materials, components, and services supplied to Semios where relevant to risk, regulatory compliance, or customer requirements.
- Avoid sourcing from operations linked to forced labour, child labour, environmental harm, illegal activity, sanctioned parties, or other serious misconduct.
- Maintain records that demonstrate conformity with this Code and applicable legal or contractual requirements.

5. Raising Concerns

Suppliers are expected to maintain channels that allow workers and stakeholders to raise concerns without fear of retaliation. Suppliers must promptly notify Semios of any actual or suspected violation of this Code that could affect Semios, our customers, growers, products, operations, or reputation.

Retaliation against any person who raises a concern in good faith is not acceptable.

6. Verification and Corrective Action

Semios may request information, documentation, assessments, or audits to evaluate compliance with this Code. Suppliers are expected to cooperate in a timely and transparent manner.

If Semios identifies a concern, the supplier is expected to take prompt corrective action, address root causes, and provide evidence of closure when requested. Semios may suspend or end a supplier relationship where a supplier fails to correct serious issues or demonstrates a pattern of non-compliance.

7. Acknowledgement

By doing business with Semios, suppliers acknowledge the principles in this Code. Suppliers may demonstrate alignment through their own code of conduct, policies, certifications, management systems, or other evidence that meets equivalent standards.