

Miles Import Supplier Code of Conduct

At Miles Import, we are firmly committed to promoting responsible practices throughout our supply chain. This Supplier Code of Conduct establishes the ethical, social, and environmental standards we expect from our partners. By placing sustainability at the heart of our priorities, we are guided by the principles of the United Nations Global Compact to direct our actions and those of our suppliers.



Miles Import's CSR Priorities.



1. Hunger Alleviation

2. Access to Health

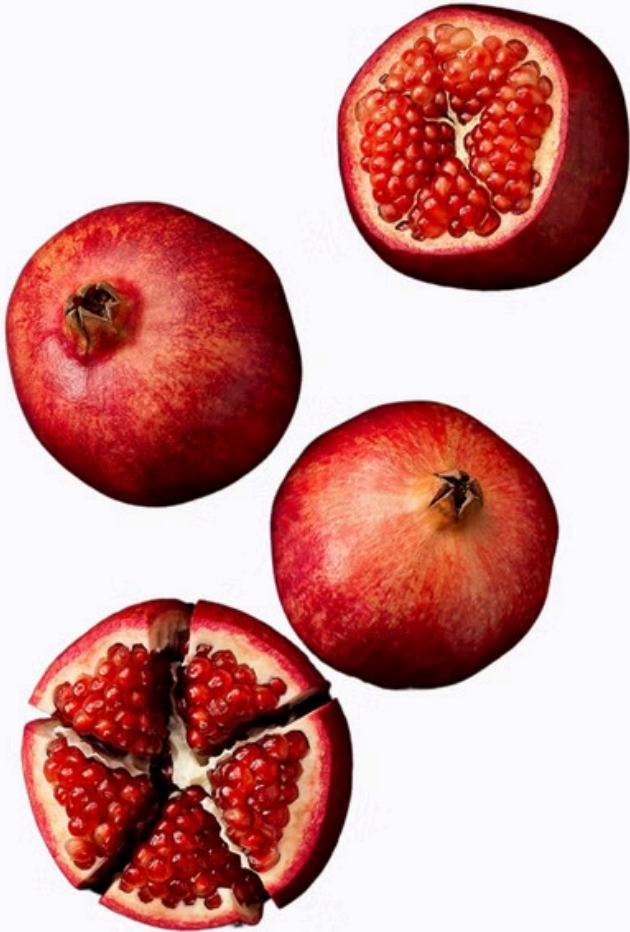
3. Access to Clean Water and Sanitation

4. Poverty Eradication

5. Access to Quality Education

6. Climate Change Mitigation

7. Gender Equality



Objective and Scope

The Supplier Code of Conduct of Miles Import aims to translate the company's values into guidelines to guide the actions of our suppliers.

This Code applies to all direct suppliers of Miles Import, who are also encouraged to share it and promote its application with their own suppliers, thus contributing to the overall sustainability of the entire supply chain.

Normative and Regulatory Framework



CSRD Directive

The European Union's Corporate Sustainability Reporting Directive (CSRD) imposes increased obligations for transparency and sustainability reporting. Miles Import is committed to complying with the requirements of the CSRD and expects its suppliers to provide all the necessary information to comply with this directive, including transparency on sustainability practices and the implementation of measures to minimize negative environmental and social impacts.

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Information Protection



Data Confidentiality

Providers must ensure the confidentiality of personal data and confidential information related to Miles Import or other subjects.



Compliance with Practices

This information must be handled in accordance with applicable regulations and common industry practices.

Quality, Safety and Traceability

- Compliance with regulations
Suppliers must guarantee compliance with product safety regulations.
- Quality and traceability
Suppliers must meet Miles Import's requirements in terms of quality, residues, traceability and certification of products or processes.

Non-Discrimination

No Harassment

Suppliers must ensure that no cases of harassment or discrimination occur in the work environment.

Fairness and Respect

Suppliers must treat all employees with fairness, respect, and dignity.

Non-Discrimination

Suppliers must avoid any form of discrimination in recruitment and management of employment relationships.

Employment is Freely Chosen

● Employment Contracts

Suppliers must ensure that employment contracts are clear and understandable for workers.

● Freedom to Leave Employment

Suppliers must allow workers to leave employment with reasonable notice.

Freedom of Association and Collective Bargaining



Union Membership

Suppliers must allow workers to join a union and participate in collective bargaining.



Open Communication

Workers must be able to communicate openly and express their opinions without fear of retaliation.

Work Hours



Legal Work Hours

Work hours must comply with national legislation and collective bargaining agreements.



Vacation Days

Workers must be granted the vacation days provided by law.



Overtime

Overtime must be used responsibly.

Compliance with Local and International Laws and Regulations

Miles Import and the recipients of this document must always act in compliance with the applicable local, national, and international laws and regulations in the countries where they operate. In case of a divergence between the content of the Code and local regulatory provisions, suppliers are encouraged to apply the stricter standard. Miles Import encourages its suppliers to adhere, to the extent possible, to certifiable standards in the areas of environment, occupational health and safety, social responsibility, and others.

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Human Rights

● Negative Impact

Suppliers must avoid any direct or indirect negative impact on human rights.

● Mitigate Impact

They must prevent or mitigate any negative impact on human rights directly linked to their business activities.

● Respect for Rights

Suppliers must respect human rights for all people interacting with them.

● Practices Not Tolerated

Cruel and inhumane practices such as harassment and sexual abuse, corporal punishment, physical or psychological coercion, verbal abuse, threats, and any other form of intimidation are not tolerated.

Human Trafficking



Unacceptable

Practices related to human trafficking are unacceptable, regardless of the sector or country of the supplier.



No Involvement

No Miles Import supplier must be involved in human trafficking.



No Benefits

No Miles Import supplier must benefit from human trafficking in any way.

Child Labor



Prohibited

Child labor is never allowed at any stage of the supply chain.



Definition of a Minor

The term "minor" refers to a person who has not reached the age of compulsory schooling or the minimum age to start working in the country concerned, whichever is higher.



Transition to School

Suppliers must adopt policies to enable the transition of formerly employed children to school.

Working Conditions

All Workers

This document applies to all workers employed by Miles Import suppliers, regardless of their contractual status: permanent, temporary, seasonal, temporary agency, etc.

Compensation

Fair Compensation

Suppliers must provide fair compensation and comply with applicable regulations.

Understandable Pay Stubs

Pay stubs must be understandable and provided in a timely manner.

Responsible Sourcing

Suppliers must ensure that the raw materials provided to Miles Import or contained in their products do not, directly or indirectly, finance human rights violations or have negative social and environmental impacts.

They must verify the origin of these raw materials and inform Miles Import of the due diligence measures taken.

Professional Ethics



Trust and Integrity

Miles Import firmly believes that business ethics allows us to stand out from the competition, reduce fraud, and in the medium and long term, improve our reputation and create a solid and profitable business environment.



Teamwork and Ethical Decision Making

The recipients of this document are required to adopt and maintain the highest standards of professional ethics in all their business interactions.

Health and Safety



Safety Standards

Suppliers must adopt the best safety standards for facilities and production systems.



Safe Work Environment

Miles Import believes that continuous improvement in health and safety performance is essential.



Regulatory Compliance

Suppliers must ensure a safe work environment and comply with applicable regulations.

Environment

1

Precautionary Principle

Suppliers must adopt the precautionary principle and monitor the environmental impacts of their activities.

2

Intervention Methods

Suppliers must document the intervention methods.

3

Improvement Objectives

Suppliers must define improvement objectives.

4

Documented Results

Suppliers must document the results.

Biodiversity

Impact Assessment

Suppliers must evaluate and monitor the effects of their activities on biodiversity.

Impact Mitigation

Suppliers must limit negative impacts.

Deforestation

Impact Assessment

Suppliers must assess and monitor the impact of their activities on deforestation.

Environmental Analysis

Suppliers must conduct a comprehensive environmental analysis.

Reuse, Recycle, Reduce and Recover

Responsible Management of Natural Resources

Suppliers must manage natural resources responsibly.

Safe Management of Chemicals and Waste

Suppliers must identify and manage chemicals and waste safely.

Monitoring of Air Emissions

Suppliers must monitor air emissions.

Monitoring of Energy and Water Consumption

Suppliers must monitor energy and water consumption.

Packaging Circularity



Circular Packaging

Packaging suppliers must take a proactive approach to designing circular packaging, anticipating regulatory changes and responding to stakeholder demands.

Freedom of Expression

Freedom of Expression

Providers must guarantee the right to speech and expression of workers.

Opinions on Working Conditions

Workers must be able to express their opinions on working conditions without repression.

Right to Privacy



Data Confidentiality

Providers must respect Article 12 of the Universal Declaration of Human Rights and ensure that personal information about their employees is not obtained by inappropriate or illegal means.



Protection of Personal Information

Employees' personal information must be protected and must not be used for illegal purposes.

Protection of Local Communities

1

Promotion of Sustainable Partnerships

Miles Import expects its suppliers to promote sustainable partnerships with local communities.

2

Response to Social and Environmental Challenges

Suppliers must actively respond to social and environmental challenges.

3

Prevention of Impact on Health and Safety

Suppliers must prevent, assess, and adequately address the impact of their activities on the health and safety of surrounding communities.

Implementation, Sharing and Updating

Suppliers must adopt a due diligence approach to ensure compliance with the Code of Conduct, transparency and traceability of their supply chain, and training of their employees and subcontractors.

This Code will be updated regularly to reflect evolving developments and demands for continuous improvement in sustainable supply chain management.