

CODE OF COOPERATION WITH SUPPLIERS AND SUBCONTRACTORS

Compliance with the law

Suppliers and /or Subcontractors comply with all applicable laws in all locations where they conduct their business. If such regulations do not exist, the principles contained in this Code should be used as guidance. Along with complying with the law, Suppliers and /or Subcontractors are expected to comply with high standards of business ethics.

Prohibition of corruption and bribery

We have a zero tolerance policy in relation to unethical business behavior such as bribery and corruption. Suppliers and / or Subcontractors are expected not to participate in or tolerate any form of the above behavior in order to influence official or business activities or obtain undue benefits. Any payments, gifts or other services provided by Supplier and / or Subcontractor to customers, government officials or other parties must comply with applicable anti-corruption laws.

Human rights

Each Supplier and / or Subcontractor must respect the dignity, privacy and rights of every human being, refuse to force any person to work against their will (including prisoners), and eliminate sexual behavior (including gestures, language and physical contact). The Supplier and / or the Subcontractor is also obliged to counteract and not allow the use of coercion, threats, insults, as well as exploitation.

Observance of basic employee rights

The Supplier and / or the Contractor is obliged to ensure fair employment conditions. In particular, the Supplier and / or Subcontractor must refrain from discrimination in employment on the basis of sex, age, ethnicity, nationality, religion, disability, political affiliation or sexual orientation, and must respect employees' rights to freedom of association or conduct. collective bargaining and must allow employees to terminate the employment relationship freely upon notification. The Supplier and / or Subcontractor must compensate employees fairly, as well as comply with local remuneration regulations or collective agreements, and in the absence of such regulations, remunerate employees in a manner that ensures at least basic needs are met. The Supplier and / or Subcontractor must also ensure that working hours (including overtime) do not violate applicable legal requirements, and all employees should be allowed at least one day off per week.

Child labor prohibited

The Supplier and / or Subcontractor undertakes, at any stage of its activities, not to employ persons under the age of 16, unless permitted by local law and the exception must be in accordance with the guidelines of the International Labor Organization. The Supplier and / or Subcontractor is obliged to keep in the files the date of birth of each employee.

Employee health and safety

The Supplier and / or Subcontractor must constantly strive to provide all employees with workplaces in accordance with applicable health and safety regulations. The Supplier and / or Subcontractor should have procedures and employ employees to monitor the compliance with health and safety and health at work standards and regulations in the workplace, as well as to prevent and record accidents at work / occupational diseases. Any health and safety risks should be identified and properly managed. The Supplier and / or the Subcontractor is obliged to provide employees with at least the necessary level of knowledge in the field of health and safety.

Environmental Protection

The Supplier and / or the Subcontractor is obliged to comply with the applicable legal regulations and international standards for environmental protection, as well as take measures to minimize environmental pollution and constantly improve its protection, in particular: use resources efficiently, reduce the impact on biodiversity and climate change and use energy-saving technologies. The Supplier and / or the Subcontractor should appoint a person responsible for environmental protection management as well as monitoring and minimizing environmental hazards, if such occur in the activities of the Supplier and / or the Subcontractor.

Fair competition

The Supplier and / or Subcontractor is obliged to comply with national and international competition law and not to participate jointly with competitors in price fixing, market or customer allocation and in setting up tenders. The Supplier and / or the Contractor is obliged to keep confidential all information relating to us or its business partners that would not have been previously disclosed to the public. The Supplier and / or the Contractor is obliged to respect the intellectual property of both the Group and its business partners.

Purchase of goods and services by a supplier

The Supplier and / or Subcontractor should purchase goods and services responsibly. The Supplier's and / or Contractor's supply chain should ensure compliance with the provisions of this Code to the fullest extent possible.

Control activities

In order to verify compliance with the provisions of this Code, we reserve the right to: audit the Supplier's and / or Subcontractor's branches and facilities, at our own expense and after appropriate notification - by ourselves or with the help of an independent auditor, third parties to provide information on compliance with and implementation of ESG standards. In the event of negative results of the above actions, the Supplier and / or the Contractor will be required to establish an appropriate remedial plan. Failure to comply with the recovery plan may be reflected in the limitation, suspension or termination of cooperation with a given Supplier and / or Contractor.

Tax honesty

The Supplier and / or the Subcontractor is obliged to pay all applicable taxes related to transactions carried out for the Company, including in particular tax on goods and services. The Supplier and / or the Subcontractor is obliged to issue invoices for us in a reliable and compliant with the provisions of tax law.

The Supplier and / or the Subcontractor should purchase goods and services from entities guaranteeing that the VAT shown on the invoices will be shown and paid in accordance with the applicable tax law provisions.

Final Provisions

The Supplier and / or Subcontractor is obliged to inform us of any cases of non-compliance with the provisions of this code (including by the company or its employees). We also encourage you to contact us to update, adapt and improve the content of the code, as well as to clarify any doubts. Please send all your applications to the e-mail address: info@emarathon.eu