

# SUPPLIER CODE OF CONDUCT - TAB GROUP



TAB d.d. with all its subsidiaries strives to enforce the highest ethical and business standards.

Supplier Code of Conduct for the TAB Group (hereinafter “the Code”) sets out basic requirements for the suppliers of goods, service providers and other business partners (hereinafter “suppliers”) of TAB in accordance with the company’s general acts.

## **1. BUSINESS COMPLIANCE:**

The supplier undertakes to comply with applicable national and international regulations in its operations. It shall strive to adhere to the highest standards of ethical and business conduct, and in doing so; it should also be guided by the orientations of this Code.

The supplier shall ensure that its suppliers and subcontractors shall also respect the same commitments and efforts (responsibility for the entire supply chain).

## **2. RESPECT FOR THE FUNDAMENTAL HUMAN RIGHTS OF EMPLOYEES:**

The supplier undertakes to protect the fundamental human rights of its employees, and in particular to:

- promote a policy of equal opportunities and equal treatment of its employees, regardless of their skin colour, national or social origin, health status or disability, sexual orientation, political opinion or religious conviction, gender or age;
- respect the personal dignity, privacy and other rights of the individual;
- respect the prohibition of child and forced labour;
- avoid the employment of workers under the age of 15 (or 14 if so required by national law);
- prevent the unacceptable treatment of workers, such as acts of psychological violence, sexual harassment or discrimination;
- prohibit any form of verbal, non-verbal or physical conduct that implies sex, acts coercively, incites fear, constitutes abuse or otherwise exploits the individual;
- ensure fair pay and guarantee the statutory minimum wage;
- comply with the prescribed limits on the length of working time, including overtime, in force in the respective country;
- recognise the employees’ right to freedom of association and collective bargaining.

## **3. HEALTH AND SAFETY AT WORK**

The supplier is responsible for health and safety at work of its employees. To this end, it monitors health and occupational risks and takes appropriate measures to prevent them. It informs employees about potential safety risks and provides them with appropriate training on safe handling and appropriate safety measures.

## **4. ENVIRONMENTAL PROTECTION**

The supplier shall comply with applicable legislation and international standards in the field of environmental protection. In doing so, it seeks to reduce pollution and continuously introduce improvements. Production processes must be designed in such a way as to prevent negative effects on the environment and preserve natural resources as much as possible.

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## 5. BUSINESS ETHICS

### 5.1 Compliance with competition law

- The supplier shall act in accordance with national and international competition rules; shall not participate in price fixing, distribution of markets, buyers or sources of supply, or coordinate the submission of tenders with competitors.

### 5.2 Prohibition of corruption and bribery

- The supplier shall not allow or shall not be directly or indirectly involved in any form of corruption or bribery, and shall not provide, offer or promise to any official or responsible person from the private sector any benefit for the purpose of influencing official decisions or obtaining unfair advantage.

### 5.3 Conflict of interest

- The supplier shall avoid any conflict of interest that may adversely affect business relations.

### 5.4 Conflict minerals

- The supplier shall provide that appropriate measures are taken to ensure that no materials are used in production, the sale of which directly or indirectly finances armed groups violating human rights.

### 5.5 Business secrecy, data protection and intellectual property

- The supplier shall preserve all business secrets as confidential, and shall handle confidential information and data in accordance with the necessary and permitted scope and in a way that prevents their unauthorised disclosure.
- The supplier shall comply with all applicable national and international regulations on the protection of personal data and intellectual property.

## 6. VIOLATION OF THE SUPPLIER CODE OF CONDUCT

The TAB Group reserves the right to verify the supplier's compliance with the Code. In the event that the company finds that there have been violations of the Code on the part of the supplier, it may, irrespectively of other contractual provisions between the parties, withdraw from contractual cooperation without notice. The Code shall be published on the eDocs internal documentation system and on the website of TAB d.d. The Code shall apply from 1 January 2020.

TAB Director:  
mag. **Bogomir Auprih**

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MPI-Reciklaža Director:  
**Viktor Fortin**

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**Igor Lipovnik**

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