

The code of conduct for suppliers of the company **Silo Jeličić doo** (hereinafter referred to as the "Code") describes the requirements of our corporate responsibility that apply to our suppliers. For the purpose of socially responsible business and cooperation with the company **Silo Jeličić doo**, suppliers and their suppliers in the chain, are expected to accept and apply these requirements and ensure responsible business practices. **Silo Jeličić doo** will assess compliance with these requirements and will take into account the supplier's progress in fulfilling them.

Company **Silo Jeličić doo** expects its suppliers to read, understand and comply with the Code. No one should ever do anything dishonest, destructive or illegal - even if someone tells them to. No one may instruct others to perform illegal actions, even if it appears to benefit the company **Silo Jeličić doo** or supplier. If applicable laws conflict with the provisions of this Code, suppliers must comply with applicable law and immediately notify **Silo Jeličić doo** about conflict. Company **Silo Jeličić doo** reserves the right to terminate cooperation with suppliers who do not comply with the Code.

All suppliers are required to notify **Silo Jeličić doo** on cases of possible violation of the Code, policy of **Silo Jeličić doo** and corresponding laws that are in any way connected with the cooperation of the supplier and **Silo Jeličić doo**.

HUMAN RIGHTS / LABOR AND SOCIAL STANDARDS

Suppliers are obliged to respect the human rights of their employees and to treat them with dignity and respect at all times. Suppliers are responsible for:

- Respecting and protecting all human rights at the national and international level
- Avoiding situations that can lead to complicity in the violation of human rights.
- Ensuring and support fair working conditions
- Prohibition of any type of discrimination in employment and in the workplace!
- Prohibition of any form of forced or child labor and to implement and respect all employment laws and regulations in the countries in which they operate.

PROTECTION OF HEALTH, SAFETY AND ENVIRONMENT

Suppliers are required to provide a safe and healthy working environment for their business processes, to operate in an environmentally responsible manner and to comply with all applicable laws on health, occupational safety and environmental protection in order to protect the health and safety of their employees and the community. Suppliers are responsible for:

- Protection of human life and health of all employees, neighbors and the general public.
- Use of safe and environmentally friendly technologies that protect the environment
- Actively participating in the implementation of international initiatives for reducing the impact of business activities on the environment, such as the Operational Clean Sweep (OCS).
- Handling resources carefully and efficiently, monitoring consumption and GHG emissions and define plans to reduce emissions.

FREE COMPETITION

Suppliers will uphold all standards of fair dealing, advertising and competition, including all laws and regulations. Suppliers are responsible for:

- Respecting in all times of all valid national and international regulations that protect free competition, antitrust law and trade control!
- Preventing any exchange of privileged information and data with competitors!
- Ensuring that the application of fair business practices has the highest priority during the implementation of business activities.

AVOIDANCE OF CONFLICTS OF INTEREST

A conflict of interest occurs when you have a personal or private interest that interferes, or appears to interfere, with your ability to do the contracted work objectively, honestly and ethically. Suppliers are responsible for:

- Ensuring that personal interests are strictly separated from business-related matters!
- Reporting of any potential situation that may lead to a conflict of interest related to the agreed terms of business.

BRIBERY AND CORRUPTION

In order to reduce the risk of bribery and corruption, suppliers must not provide or promise money or anything of value, directly or indirectly, in order to gain or retain a business advantage. Suppliers are responsible for:

- Ensuring zero tolerance towards any form of corruption.
- Enforcing and constantly fight against blackmail and bribery in their business environment.
- Ensuring that is strictly forbidden to accept / seek / solicit / guarantees for material benefits, which could have an influence on processes and decisions!
- Preventing any payment of bribes and money laundering and process any incidents.

DATA PROTECTION AND CONFIDENTIAL INFORMATION

Disclosure of confidential information may harm **Silo Jeličić** in terms of competitiveness or in financial terms. Supplier will protect and only use confidential information in an appropriate manner and ensure that the privacy of all employees, clients and business partners is protected, including and GDPR data. Suppliers are responsible for:

- Compliance with all national data protection laws and regulations.
- Ensuring that all privileged and protected information and documents, as well as personal data of employees, customers and other companies are properly protected.
- Ensuring that any abuse is processed in accordance with the applicable legal regulations.
- To inform Silo Jeličić about any threat to the confidentiality of information related to our cooperation.

Company name: _____

Address: _____

Date: _____ Signature: _____

The Code of Business Ethics and Cooperation applies to all suppliers of **Silo Jeličić doo, their related suppliers and business partners.*