

# Code of Conduct for Dedoles Suppliers

This document has been created to establish the basic principles, which Dedoles requires from its suppliers to ensure the responsible purchasing of the materials, goods, products, and services necessary for the operation of Dedoles. This code is a part of the contractual terms, and by signing the cooperation contract, both Contracting Parties undertake to comply with these principles.



## The main objectives of this Code of Conduct are:

- ensure responsible purchase of goods and services,
- promote the protection and restoration of the environment,
- ensure dignified and meaningful employment,
- respect children's rights.

## TRANSPARENCY:

Relationships with our suppliers are based on mutual respect, trust, and transparency. Any attempts to break the law, mislead, falsify, deceive, or corrupt are not acceptable by Dedoles.

## WORK:

### Respect for fundamental human rights:

We demand respect for the fundamental human rights of all workers, their dignified treatment, as well as respect and equal rights for everyone in the supply chain. We do not tolerate any practices, which abuse the vulnerable groups, such as women, domestic or foreign workers, migrants, and smallholder farmers.

### Protection of children and young people:

Child labour is unacceptable to us. It is important to comply with the minimum working age of employees, which is set by current legislation. Trainees can take part in training/internships from the age of 14. However, they may not perform night work or dangerous work.



## **Working conditions:**

It is important for us to ensure fair working conditions for all those who manufacture our products and the products we buy. We require a reliable system of registration of working time, including overtime, and a fair remuneration, at least at the limit of the minimum wage set by the applicable legislation of the country.

## **Health and safety at work:**

Workers must not be exposed to serious risks to safety and health at work and may only be assigned work, which corresponds to their medical fitness. All employees should have accident insurance. The insurance covers the treatment of accidents at work and occupational diseases, as well as the insurance of permanent consequences caused by an accident at work.

## **WE PROTECT OUR PLANET:**

Our goal is to have a positive impact on our planet. We operate in such a way as to minimize the negative impact of our activities on the environment, and we strive to protect and restore the environment as much as possible. We expect our partners and suppliers to operate in accordance with applicable environmental laws and in such a way that they do not cause a risk to the environment, eliminate burdens on the environment, and protect the ecosystems.

## **The use of resources:**

We demand that all resources, including water and waste, are managed in a sustainable way. We do not tolerate serious environmental pollution. Any serious environmental pollution must be reported to Dedoles immediately. The materials used should be from recycled or renewable resources.



## **Waste management:**

Storage, handling, and transport of waste must be carried out about the protection of the health and safety of workers, as well as the protection of the environment. Hazardous waste must be stored separately from other waste.

## **Chemicals and other harmful materials:**

Chemicals and other harmful substances, which are released into the environment need to be identified and safely handled.

## **SOCIAL RESPONSIBILITY:**

At Dedoles, we strive to be a good partner of the community, which is why we support various projects aimed at environmental protection and helping disadvantaged people. We will be happy if our suppliers are equally useful to their community through their CSR activities and if they have these activities included in their business strategy.

## **COMPLIANCE WITH THE CODE OF CONDUCT:**

The principles defined in this Code of Conduct must also be observed by subcontractors with whom our suppliers cooperate. Suppliers are obliged to inform the subcontractors of the principles defined in this Code of Conduct and make sure they abide by the above-mentioned requirements and principles.

## **INSPECTION AND AUDIT:**

The Supplier/Business Partner will be able to demonstrate compliance with this Code of Conduct and, if necessary, will allow Dedoles representatives to inspect/audit any of its terms. To this end, it shall provide all the necessary information and relevant documentation and enable inspection to be carried out at its premises. The inspection/audit may also be performed by an authorized third party (e.g., auditor). Such control/audit is carried out regarding the protection of personal data and the protection of trade secrets. In the event of any breach of this Code of Conduct, the Supplier will be given sufficient time to rectify the situation and must do so in the agreed time.

In the event of a repeated or serious breach of this Code of Conduct, we have the right to terminate the contractual relationship with the Supplier.