

Supplier Code of Conduct

Termostroj d.o.o. (hereinafter: "Termostroj") strives to establish the highest ethical and business standards.

The Supplier Code of Conduct for Termostroj (hereinafter: "Code") sets the basic requirements for suppliers of goods, service providers and other business partners (hereinafter: "Suppliers") of Termostroj in accordance with the company's general acts and provisions.

1. BUSINESS COMPLIANCE

The Supplier undertakes to comply with valid national and international regulations in its work. They will strive to adhere to the highest standards of ethical and business behavior, and at the same time they should also be guided by the guidelines of this Code.

The Supplier shall ensure that its suppliers and subcontractors also observe the same obligations and efforts (responsibility for the entire supply chain).

2. RESPECTING THE FUNDAMENTAL HUMAN RIGHTS OF EMPLOYEES

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

- promote a policy of equal opportunities and equal treatment of its employees, regardless of skin color, national or social origin, health condition or disability, sexual orientation, political opinion or religious belief, gender or age;
- respect personal dignity, privacy and other individual rights;
- respect the prohibition of child and forced labor;
- avoid employing workers under the age of 15 (or 14 if required by national law);
- prevent unacceptable treatment of workers, such as acts of psychological violence, sexual harassment or discrimination;
- prohibit any form of verbal, non-verbal or physical behavior that implies sex, acts coercively, causes fear, constitutes abuse or otherwise exploits an individual;

- ensure a fair wage and guarantee a legal minimum wage;
- comply with the prescribed limits on the length of working hours, including overtime, which are in force in their country;
- recognize the employee's right to freedom of association and collective bargaining.

3. HEALTH AND SAFETY AT WORK

The Supplier is responsible for the health and safety at work of its employees. For this purpose, it monitors health and professional risks and takes appropriate measures to prevent them. It informs employees about potential safety risks and provides them with adequate training in safe practices and appropriate safety measures.

4. ENVIRONMENTAL PROTECTION

The supplier will comply with applicable laws and international standards in the field of environmental protection. It will strive to reduce pollution and continuously introduce improvements. Production processes must be designed to prevent negative effects on the environment and preserve natural resources as much as possible.

5. BUSINESS ETHICS

5.1 Compliance with the law on market competition

The supplier will act in accordance with national and international competition rules; will not participate in price-fixing, market distribution, buyers or sources of supply, or coordinate bidding with competitors.

5.2 Prohibition of corruption and bribery

The Supplier shall not permit or be directly or indirectly involved in any form of corruption or bribery, and shall not provide, offer or promise any benefit to any official or responsible person in the private sector for the purpose of influencing official decisions or obtaining an 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 will ensure that appropriate measures are taken to ensure that materials, the sale of which directly or indirectly finances armed groups that violate human rights, are not used in production.

5.5 Trade secret, data protection and intellectual property

The Supplier shall keep all trade secrets confidential and shall handle confidential information and data to the extent necessary and permitted and in a manner that prevents their unauthorized disclosure.

The Supplier will comply with all applicable national and international regulations on the protection of personal data and intellectual property.

6. VIOLATION OF SUPPLIER CODE OF CONDUCT

Termostroj reserves the right to verify the supplier's compliance with the Code. In the event that the company determines that there has been a violation of the Code by the supplier, it may, regardless of other contractual provisions between the parties, withdraw from their contractual cooperation without prior notice. The code will be saved on the internal documentation system and published on the Termostroj website. The Code applies from December 1, 2022.