

SUSTAINABILITY CODE FOR SUPPLIERS

Sustainable development is an important contribute to the successful development and growth of our business. As a global company, we perceive it as our obligation to bear responsibility in relation to social, environmental and economic issues as our contribution to sustainability. We expect from our suppliers to act and do business according to the values described in our Code. Our Sustainability code applies to all our employees and includes the following principles and values:

LAWS AND REGULATIONS

Suppliers must comply with all applicable laws, regulations, contractual agreements, and generally recognized standards related to supplier's operations, products, and services.

HUMAN RIGHTS AND NON-DISCRIMINATION

Supplier will always protect the human rights of all their employees. Supplier should treat all employees equally regardless of the colour of their skin, race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender or age and treat them strictly according to their abilities and qualifications in any employment decision, including but not limited to recruitment, promotion, compensation, benefits, training, redundancy and termination. Supplier should prevent any harassment of their employees in the working environment.

CHILD AND FORCED LABOUR

Child labour in any form is forbidden. Unless local law stipulates a higher age limit, children of school age or persons younger than 15 years of age (except as provided for by ILO convention No. 138) must not be employed. Workers under the age of 18 must not perform hazardous work and restrictions concerning night work may be applied whilst taking into consideration any educational needs.

Forced labour in any form is forbidden. This includes forced prison labour, bonded labour and all other forms of forced labour.

WORKING CONDITIONS AND FREEDOM OF ASSOCIATION

Compensation will be in compliance with all laws; employees are expected to be paid a fair wage for work performed, have reasonable work hours, and receive proper remuneration for all overtime hours worked. Suppliers will comply with all applicable employment non-discrimination laws. Suppliers are expected to allow freedom of association of their employees and recognize the right to collective bargaining as a means to resolve issues.

OCCUPATIONAL HEALTH AND SAFETY

Suppliers are expected to provide a safe and healthy working environment for all their employees, protect them from hazards, including chemical, biological, electrical and physical. At a minimum, adequate lighting, temperature, sanitation, ventilation, and potable drinking water are included in a safe and healthy workplace. Where provided, living quarters must meet internationally recognized standards for hygiene, health, and safety.

PRODUCT SAFETY AND PROTECTION OF THE ENVIRONMENT

Suppliers will consistently provide Pucihar-P with high-quality products and services that meet all applicable quality and safety standards for their intended use. Material safety data sheets must be made available for all hazardous substances. Any concerns about product safety must immediately be reported to Pucihar-P.

Suppliers must comply with environmental regulations and standards that are valid in the country where they make business. We expect our suppliers to use natural resources such as energy, water, and raw materials in an economical way, to reduce waste and to save as much of natural resources and energy as possible. Suppliers should consider the use of renewable resources in their supply chains when possible and enact procedures to establish and track progress toward sustainability goals.

INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

Protection of our intellectual property (IP) is very important to the future of our company. Suppliers will implement measures to protect all IP provided during the course of our business transactions. Information should be treated as confidential and only be provided to Supplier's employees on a "Need to Know" basis. Documents containing confidential information no longer needed by the Supplier to conduct business on behalf of Pucihar-P should be either returned to Pucihar-P or destroyed, as appropriate.

PROHIBITION OF CORRUPTION AND BRIBERY

Suppliers must never engage in any form of bribery to secure business on behalf of Pucihar-P or any other company. Suppliers must conduct business in adherence to fair competition principles and comply with all applicable ant-trust laws. Every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery.

NON-COMPLIANCE

We reserve the right to verify compliance with this Code through internal and external assessment mechanisms. If non-compliance is discovered, the supplier must take corrective action. If the Supplier fails to remedy an act of non-compliance in a timely manner, we may suspend purchases, refuse delivery, and/or return any goods or services from the supplier, at our discretions, and without further obligation.

Manager:
Primož Pucihar

Veliki Vrh, avgust 2022