

Supplier Code of Conduct of DBSS d.o.o.

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1. General

Sustainable development makes an important contribution to the success of any company and to securing its future development. Long-term cooperation, mutual commitments, sustainability, social responsibility and economic development without causing harm are therefore central considerations.

The DBSS Supplier Code of Conduct sets out key standards consistent with DBSS values that every DBSS supplier must respect and implement.

2. Compliance

The supplier undertakes to conduct its business in accordance with applicable national and international regulations. It will strive to uphold the highest standards of ethical and business conduct, guided also by this Code. In view of the scale and scope of its business, the supplier undertakes to maintain an appropriate compliance monitoring system.

The supplier will ensure that its own suppliers and subcontractors observe the same commitments and endeavours as set out in the preceding paragraph.

The Code applies for an indefinite period. DBSS nevertheless reserves the right to amend it at any time, in any manner and for any reason.

The supplier must comply with all laws applicable to its business. It must observe the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and act in accordance with national law.

3. Bribery, corruption and money laundering

The supplier warrants that it tolerates no corruption, bribery or other unlawful business practices. In conducting its business, it must not request, receive, offer or grant any undue benefit contrary to moral standards or any other improper advantage.

The supplier will not offer any DBSS employee or associate benefits, such as free products or services, intended to favourably influence its business dealings with DBSS.

4. Respect for employees' fundamental human rights

The supplier undertakes to protect its employees' fundamental human rights and to comply with applicable labour legislation. In particular, it will:

- Provide a working environment free from discrimination and harassment on grounds of sex, race, skin colour, age, health status, religious, political or other beliefs, national or social origin, financial status, sexual orientation or other personal circumstances.
- Respect personal dignity, privacy and other individual rights.
- Respect the prohibition of child labour and forced labour. The supplier undertakes not to employ persons under 15 years of age, or under 14 where national legislation so provides.

- Provide fair remuneration, taking account of statutory minimum wage provisions, and social benefits in accordance with applicable legislation. This also includes settling amounts due to its subcontractors within statutory or contractual deadlines.
- Comply with statutory requirements for calculating and paying employees' social security contributions and the relevant tax liabilities.
- Comply with the working-time limits, including overtime, applicable in each country.
- Recognise employees' rights to freedom of association and collective bargaining.

5. Occupational health and safety

The supplier protects its employees against all hazards and risks to life and health, provides appropriate protective equipment and sanitary conditions, and follows prescribed safety guidelines and procedures.

The supplier is responsible for its employees' occupational health and safety and establishes appropriate organisational processes to meet the statutory requirements in this area.

The supplier identifies and assesses safety risks and takes appropriate preventive measures. It informs employees about potential safety risks and provides appropriate training in correct and safe working practices and suitable safety measures.

6. Environment

Through its own initiative and responsible corporate management, the supplier must endeavour to minimise the adverse environmental impacts of its activities, products and services.

The supplier will comply with applicable legislation and international environmental protection standards. It will strive to reduce pollution and continually introduce improvements. Production processes must be designed to prevent adverse environmental impacts as far as possible and to conserve natural resources.

7. Business ethics

Compliance with competition law

- The supplier will comply with national and international competition rules governing both abuse of a dominant position and other conduct having the object or effect of restricting competition. The supplier will not participate in price-fixing, allocation of markets, customers or supply sources, or any coordination of bids with competitors.

Money laundering and terrorist financing

- The supplier will comply with applicable legislation on the prevention of money laundering and terrorist financing and will take appropriate measures to prevent both.

Tax compliance

- The supplier will comply with all national and international tax regulations in force at the relevant time.

Trade secrets, data protection and intellectual property

- The supplier will safeguard all trade secrets as confidential and handle confidential information and data only to the extent necessary and permitted, in a manner that prevents unauthorised disclosure.
- The supplier will comply with all national and international regulations on personal data protection and intellectual property in force at the relevant time.

8. Breach of the Code

Compliance with this Code is essential to the business relationship between DBSS and the supplier. If the supplier fails to comply, DBSS reserves the right to terminate the business relationship in accordance with applicable legislation.

The Code is published on the company's website and applies from 1 January 2022.

Velenje, 26 November 2021

DBSS d.o.o.

Director: Beno Sovič