

CODE OF CONDUCT FOR SUPPLIERS AND BUSINESS PARTNERS

ECCOS-INŽENJERING d.o.o. (hereinafter: Eccos) strives to establish the highest ethical, moral and business standards in its daily business operations.

Code of conduct for suppliers and business partners of Eccos (hereinafter: the Code) sets basic requirements for suppliers of goods, service providers and other business partners (hereinafter: the Business Partners) of Eccos:

1. LEGAL COMPLIANCE

Eccos' Business Partners are obliged to comply with all national and European laws and by-laws that apply to their business operations. Also, they must adhere to the principles prescribed by international acts such as the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination Against Women, the ILO Declaration on Fundamental Principles and Rights at Work, etc.

2. FUNDAMENTAL HUMAN RIGHTS

Business Partners are obliged to ensure respect for fundamental human rights, and in particular:

- to ensure equal opportunities and equal treatment of all employees regardless of racial, national, or social origin, health condition, sexual orientation, political opinion or religious belief, gender, or age;
- to respect the rights of children and minors, especially in such a way that they will not employ children (it is forbidden to employ persons under the age of 15 or 14 if required by national law), and in the case of employment of minors, to comply with all national and international laws regarding the protection of minor workers;
- not to use any form of forced or compulsory labor;
- to respect the rights of employees to a fair wage and the obligation to pay all benefits and contributions, overtime, wages, etc. in accordance with positive laws and by-laws;
- to respect the right of its employees to join a trade union

3. OCCUPATIONAL HEALTH AND SAFETY

Business Partners are obliged to comply with all positive regulations on occupational health and safety, i.e., they are obliged to ensure a safe working environment.

Business Partners are encouraged to ensure a higher degree of protection and safety at workplace than prescribed by positive laws by establishing business processes and business practices in accordance with international standards such as ISO 9001, ISO 45001, SCC, etc.

4. PERSONAL DATA PROTECTION

Business Partners are obliged to harmonize their business operations with all relevant regulations on personal data protection, especially with the General Data Protection Regulation (GDPR). Based on the relevant regulations, they are obliged to ensure continuous protection of the personal data of their employees and business partners.

5. ENVIRONMENTAL PROTECTION, SUSTAINABLE DEVELOPMENT AND ENERGY EFFICIENCY

Business Partners are obliged to comply with positive laws and international standards regarding environmental protection and energy efficiency.

Business Partners are obliged to consider the impact of their operations on the environment and undertake activities aimed at reducing the negative impact on the climate in order to reduce the emission of harmful gases, and to undertake activities aimed at rationalizing energy consumption and disposal and recycling of waste.

Business Partners are encouraged to ensure a higher level of environmental protection and energy efficiency by establishing business processes and business practices in accordance with international standards such as ISO 14001, ISO 50001, etc.

6. COMPETITION

Business Partners are obliged to comply with all national, European and international laws regulating the rules of competition and the prohibition of monopolies, and to adhere to best business practices and the principles of fair competition.

7. PROHIBITION OF CORRUPTION, BRIBERY AND CONFLICT OF INTEREST

Business Partners are obliged to comply with all positive national and international laws on the fight against corruption and bribery. Furthermore, they must not be involved (directly or indirectly) in any form of corruption or bribery, and will not offer any responsible person from the private or public sector any benefit in order to obtain or retain a certain business relationship.

Business Partners are obliged to disclose all potential conflicts of interest related to their business relations with Eccos.

8. RESPONSIBLE USE OF MINERALS AND MATERIALS FROM CONFLICT AFFECTED AREAS

Business Partners must take appropriate measures to ensure that production does not use minerals or other materials originating from conflict-affected areas or from high-risk countries affected by conflicts, either internal or external, all in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals.

9. CONFIDENTIALITY

Business Partners are obliged to keep all business secrets confidential and to prevent their unauthorized disclosure to other parties.

Business Partners are obliged to ensure the internal procedures for informing employees about the need to protect the confidentiality of business data, as well as control and sanctioning mechanisms in case of breach of confidentiality.

10. TERMINATION

In the event that Business Partners have violated any of the obligations stated in this Code, they may be given a reasonable period of time to remedy a violation. If the Business Partner does not remedy the violation within the given period, Eccos has the right to extraordinary termination of the contract. In case of serious violations or continuous violations, Eccos may terminate the contractual relationship without setting a reasonable deadline for



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remedying the violation. This is without prejudice to Eccos' right to claim compensation for actual damages and lost profits.

