



SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct

In order to fulfil customer requirements DAGAT-ECO place high demands to the suppliers. We expect the high quality goods and services and from our suppliers the right management in the whole supply chain.

To realize this vision we have to have a solid foundation of rules of responsible business and sustainable attitude. We believe that this is the one and only foundation, which can be base to build a true sustainable business with our suppliers.

DAGAT-ECO Code of Conduct identifies clear our involvement in the compliance with applicable laws and regulations, including countermeasure against corruption, competition law, sanctions and other issues, which operate to the way of our business relations with suppliers. Our compliance with those rules help us to enhance our business potential and serves as the tool to increasing of our expectations of current and future suppliers.

Commitments impose on our self are directly transferred to „Supplier Code of Conduct“ in the area of human rights, working conditions, health and safety, responsible sourcing of raw materials, environmental performance and business ethics. DAGAT-ECO purpose is the development of our suppliers as partners. We choose the best suppliers.

Today quality means much more than quality assurance. Our suppliers shall take full responsibility for environmental impact and for the holistic material proceeding and information exchange.

We place value on the sustainability and we believe in develop, manufacturing and supplying of goods and services in the responsible and sustainable manner. This builds trust of our customers, the whole society and as well our business partners. Our suppliers play an integral part on our way to sustainability and we never get succeed without our partners in supply chain.

To be able to aim to sustainability we need fully involved suppliers which in the way they take care about goods, components and services delivered to DAGAT-ECO are the solid basis for our goal.

DAGAT-ECO suppliers and contractors shall implement and obey the ethical and sustainable standards in the whole supply chain. Our involvement and approach to sustainability according the rules „Supplier Code of Conduct“ is integrated with our internal rules and implemented by daily business decisions and actions with our suppliers.

Supplier Code of Conduct

Purpose

The purpose of DAGAT-ECO Supplier Code of Conduct is to define the minimum sustainability requirements for the following areas:

- Human Rights and Working Conditions
- Health and Safety
- Responsible Sourcing of Raw Materials,
- Environmental Performance,
- Business Ethics

Scope

The Supplier Code of Conduct is an integral part of every agreement for buying goods or services.

The term „Employee“ covers everyone working for or on the behalf of a Supplier, including full and part-time employees, consultants, contractors, trainers, temporary workers, migrant workers, senior management and board of directors.

General Requirements

- Supplier shall ensure comply with all the requirements of this Supplier Code of Conduct
- Supplier shall ensure that all requirements of Supplier Code of Conduct are transfer to all supplier internal processes and operations, and as well to its direct suppliers.
- Supplier shall have Code of Conduct in place, including all rules of behaviour and proper conduct for the Supplier's Employees.
- Supplier shall react to any risk of violation of the requirements of this Conduct, whether in their facilities or in their supply chains.
- Supplier shall implement appropriate grievance channels and remediation mechanism available to all employees and third parties in order to raise concerns or complaints, and recommendations and improvement ideas without fear of retaliation.

Management System

Supplier shall implement and maintain adequate management system to oversee all elements of this Supplier Code of Conduct, in proportion to size, complexity and risk of Supplier's business.

Human rights and working conditions

Modern slavery and forced labour

There is unacceptable using of any forms of modern slavery or forced labour, including forced labour, bonded or compulsory labour, human trafficking. Supplier, including its recruitment agencies shall not engage in or tolerate restrictions of movement, excessive recruitment fees, confiscation of identification documents or passports, withholding of wages, abusive working conditions, debt bondage, violence or any other kind of exploitation.

Child labour

DAGAT-ECO does not tolerate child labour. Supplier shall prevent to any forms of child labour. The minimum working age is the age of completion of compulsory school, but not less than 15 years.

Young workers within 15-18 years old shall be not exposed to work, which can harm their physical or mental health, safety or morals.

Working hours and leave

Supplier shall always obey the applicable rules, law and collective bargaining on working hours and resting hours, including overtime work as well as annual, sick and parental leave and any other applicable leave regulations.

Wages and benefits

Suppliers shall always pay wages and benefits, as a minimum, comply with applicable laws and collective bargaining.

Supplier shall provide to its Employees information about their employment terms and conditions, including benefits, in a format and language that can be easily understand, such as written employment contract and a timely wage statement. Deduction from wages are only permitted if they are compatible with applicable law, rules or collective bargaining.

Non-discrimination and fair treatment

Supplier shall treat everyone with respect and dignity and provide equal employment chances based on the individual's ability to do the job, regardless of Employee or job applicant, including:

- Gender, gender identify or expression,
- Age
- Nationality, race, ethnicity, colour or cultural background
- Religion or belief
- Disability, genetics or health information (including pregnancy)
- Sexual orientation
- Union affiliation

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Supplier shall not tolerate any humiliating or physical punishment, and shall not allow any Employee to be a subject of verbal, psychological, physical or sexual harassment or abuse.

Freedom of association and collective bargaining

All employees shall have the right to lawfully form, join or not join labour unions, bargain collectively, seek representation and join worker's councils in accordance to local law and international conventions.

Employees shall have possibility to open communication and share ideas and concerns regarding working conditions and management practices, without fear of discrimination, intimidation or retaliation.

Health and safety

Supplier shall provide to its Employees safe and healthy work environment to minimise risk of work related injuries and enhances the quality of products and services, the consistency of production, and workers retention and morale.

Supplier shall ensure that all potential exposure to safety hazards such as machines, equipment or substances, or other chemical, physical or biological agents are identified, evaluated and controlled through the appropriate design and/or preventive maintenance and safety working instructions. There, where the hazards cannot be adequately controlled with above mentioned means, the Employees shall be provided with appropriate personal protective equipment, including access to first-aid measures.

Safety information shall be available for every Employee in order to ensure education, trainings and protect the Employees from safety hazards.

Supplier shall have adequate emergency preparedness procedures in place to identify and evaluate potential emergency situations, emergency plans, fire safety and response procedures, including Employee notification and evacuation, Employee training and evacuation drills. Procedures shall be available to all and periodically reviewed and approved by local authorities (where required).

Employees shall have access to clean drinking water, hygienic toilet facilities, hygienic food preparation, storage and eating facilities, proper ventilation, light and temperature levels and acceptable noise and dust levels (if applicable).

Responsible sourcing of materials

Mining and trading of minerals and raw materials can generate income and prosperity and sustain livelihoods and foster local development. We realize from the risk of adverse impacts, such as human rights violations and conflict. Supplier shall respect all internationally recognized human rights and conduct responsible managing with whole supply chain.

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Supplier shall exercise adequate due diligence following the OECD Due Diligence Guidelines with respect to sourcing, extraction and handling of tantalum, tin, tungsten, gold (hereafter „3TG”) and cobalt and make reliable determination of the origin and source of such minerals.

Supplier shall have in place adequate policy and procedures to ensure that above mentioned minerals contained in the products manufactured by the Supplier do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses.

Environmental performance

Resources efficiency and energy consumption

Supplier shall monitor, track and document its consumption of natural resources such as water and other raw materials, as well energy to be able to identify aspects, which can be controlled and which can influence to improvement and which consumption can be minimized.

Emissions and waste management

Supplier shall monitor, track and document its emissions to air, water and soil from its facilities and transport, as well the wastewater and solid waste generated by its locations to be able to identify aspects, which can be controlled and which can influence to improvement and which consumption can be minimized.

Every output shall be monitored, tracked and document at the site level, as well the whole corporate level.

Supplier shall monitor, track and document composition of packaging materials which becomes waste at DAGAT-ECO.

Hazardous substances

Supplier shall identify potential hazardous substances in chemical products and articles used in production and ensure that there are treated, handled and storage safety.

Safety information shall be available to train and to protect the Employees from hazardous materials. Employees shall have access to personal protective equipment.

There is required to Supplier to declare every substances used in the product supplied to DAGAT-ECO in the International Material Data System (IMDS).

Business ethics

Fair competition

Supplier shall respect and comply with all applicable fair trade, competition and anti-trust laws and regulations. Supplier shall not have any anti-competitive discussions or enter into any anti-competitive agreements, including illegal price-fixing, market sharing, customer allocation or other illegal restrictive practices at any level of the production or distribution chain.

Business integrity

Supplier shall at all times uphold the highest level of integrity in all business interactions and disclose details of corporate structure when it is needed.

Conflict of interest

Supplier shall do business in an open and transparent way to ensure that they are an honest and reliable partner.

Further, Supplier shall conduct business in such a manner to prevent situations where the private, financial or other external interests conflict with the job responsibilities of the Employee.

Any circumstances where the DAGAT-ECO Employee or professional working under contract with the DAGAT-ECO may have a personal interest of any kind in the Supplier's business or any kind of economic ties with the Supplier, must immediately be reported to DAGAT-ECO through ordinary reporting channels.

Anti-corruption

Supplier shall not engage in, endorse nor tolerate any form of bribery or corruption, directly or indirectly.

Supplier shall not offer and accept any form of improper benefit from and for third parties, private or public, with the purpose of obtaining or retaining business or any form of preferential treatment.

Confidentiality and intellectual property rights

Supplier shall respect DAGAT-ECO confidential information and intellectual property rights by safeguarding against misuse, mishandling, counterfeit, theft, fraud or improper disclosure.

Data privacy

Every time when the Supplier is entrusted with personal information about individuals, Supplier shall safeguard it and take appropriate steps to protect it from misuse. During collecting, storing, using, processing or sharing personal information all applicable data privacy laws shall be observed.

Money laundering

Supplier shall use services provided only by the business partners which are honest and sure.

Suppliers shall obey the applicable regulations and laws concerning money laundering and terrorism promotion.