



Business partner Code of Conduct

Date: 2.12.2024

Sustainability and integrity are at the basic principles of our business. With our businesses, our products and services along our values chains are directed to ethical behavior towards our business partners, compliance with legislation, human rights, environmental protection and health protection and, last but not least, occupational safety.

We have presented our values at [Company policy](#) and at [Responsible business and Social responsibility Policy](#).

The results of our approach are published in our website in [Report of Corporate Social Responsibility](#) and in [Long-term strategy for environmental protection](#).

Duslo, a.s. expects all of its Business Partners to act with the same fairness, honesty and responsibility in all aspects of their business and in compliance with the values of our company.

Sustainable procurement and rules on ethical behaviour of suppliers

During the approval process, we assess suppliers not only from the point of view of compliance with technical requirements, but also from the point of view of sustainability and social responsibility (Due Diligence).

Monitoring of suppliers

- We evaluate the performance of our suppliers regularly once a year
- **Monitored areas** are Quality of supplies, services, occurrence of discrepancies and handling of complaints, level of quality system and environment, ISO certificates, compliance with health and safety principles (Duslo area), fulfilment of delivery conditions, deadlines, reliability of deliveries, flexibility, communication, cooperation, completeness of required data, documents.

In our business relationships with customers and with suppliers, we insist on strict compliance with applicable laws and ethical rules. We adhere to the rules of ethical conduct, which are summarized in the Agrofert Group **Code of Ethics**, which are binding on us.

An **"Tell us"** ethics line has been set up within the group, to which any interested party, including a dissatisfied supplier, can report a suspicion of unethical behavior in the company. **Transparent business is a prerequisite for good relations with business partners. We expect fair treatment with equal access and the provision of truthful information.**

We require the business partner to comply with all applicable legislation and regulations and to take reasonable measures to ensure compliance with these laws, regulations and standards. It is important that the supplier continuously identifies and evaluates its risks, which it will subsequently mitigate. He developed contingency plans to minimize the impact on his customer – Duslo, a.s.

Anti-corruption behavior

The business partner will respect anti-corruption regulations. It is inaccessible to develop activities that could be harmful such as corruption and influencing a business partner in order to obtain an unjustified advantage.

Export and import regulations

The Business Partner will comply with all applicable import and export control laws, including, without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods.

Among other things, we require that the purchased raw materials are registered by the manufacturer or importer under REACH. For each raw material, we require delivery of SDS in the Slovak language, which contains the REACH registration number and in the case of hazardous substances, the exposure scenario must also be part of the SDS.

Money laundering and terrorist financing

Our Business Partners will strictly adhere to all applicable laws and regulation governing money laundering and the prevention of terrorist financing. Our Business Partners will abstain from engaging in such activities.

Data compliance

The Business Partner will strictly comply with all applicable national and international laws and regulations governing data protection, data security and other data not being personal. The handling of data should be done in a transparent and responsible way.

Compliance for human rights

Within the framework of the approved code of ethics, democratic values, protection and human rights according to the Charter of Fundamental Rights and Freedoms are consistently supported.

The basic principles are:

- the prohibition of forced labor, including any forms of modern slavery, human trafficking as well as unethical recruitment practices,
- the prohibition of child labor,
- maintain an inclusive and cooperative environment with no retaliation, free from violence or harassment,
- the rejection of any form of discrimination, including but not limited to, nationality, ethnicity, gender, age, sexual identity, religion and beliefs, social status, or any racially motivated discrimination,
- the provision of transparent and fair remuneration and benefits, at least equivalent to the country's legal minimum wage,
- reasonable working hours and sufficient resting periods,
- respecting the right to freedom of association and collective bargaining,
- creating safe and healthy work environments,
- responsible security practices by all security personnel.

Environment protection

The Business Partner will operate its business in a safe and responsible manner based on a systematic management approach, protects the environment and will comply with applicable national and international regulations as well as our rules. The Business Partner will use resources in a sustainable manner by reducing consumption of resources like energy, water, raw materials and supplies. Furthermore, the Business Partner will install and maintain adequate environmental protection management procedures, including, but not limited to climate protection, air quality, responsible chemicals management, soil protection, protection of water bodies, biodiversity, waste treatment and handling, noise prevention and the prevention of deforestation. Rules on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal must be followed.

Safety and health

The Business Partner will operate its business in a safe and responsible manner. Thereby the Business Partner is committed to manufacture and deliver safe products and services to Duslo, a.s. and provide a safe, healthy and ergonomic working environment that supports accident prevention and minimizes exposure to health risks to the Business Partner's employees and contractors. To achieve this goal a safety and health management system for continual improvement must be implemented, including, but not limited to emergency management, fire prevention and a responsible management of chemicals.

Minerals from conflict affected and high-risk areas

As part of overall supply chain due diligence, the Business Partner is expected to support due diligence and traceability throughout its supply chains for all minerals. The Business Partner is expected to be aware of applicable legal requirements in relation to minerals from conflict-affected and high-risk areas and shall ensure compliance with such laws from Conflict-Affected and High-Risk Areas.

Thereby the Business Partner will perform due diligence on its supply chains.

Technical parameters

The Business Partner, who delivers materials, products or services that enter Duslo, a.s. will develop, manufacture and supply products (including systems, hardware and software) and services that are in line with the valid binding product requirements of:

- Product Safety
- Conformity with the required parameters
- Conformity with environmental requirements, reducing the impact on climate change
- Cybersecurity
- Intellectual Property
- Compliance with legal technical regulations

Business information and intellectual property

It is the Business Partner's responsibility to ensure that any sensitive business information or trade secrets gained by virtue of the business activities with Duslo, a.s. is held in strict confidence and not improperly used or disclosed to third parties. The Business Partner ensures that any business information is appropriately collected, processed, secured and stored based on its criticality. Furthermore, the Business Partner will respect Duslo, a.s.'s registered and unregistered intellectual property, protect and secure it as confidential information (if not already disclosed to third parties) and not use it for any other purposes than those explicitly agreed upon with Duslo, a.s. unless the respective use is admissible under the applicable law.

Compliance rules with business partner Code of Conduct

Duslo, a.s. regards the provisions of this Business Partner Code of Conduct to be essential for the business relationship between Duslo, a.s. and the Business Partner. Code of Conduct will be regularly updated – the latest version is available on the website www.duslo.sk. Therefore, compliance with the provisions herein is essential for the business relationship between Duslo, a.s. and the Business Partner which is acknowledged and agreed by the Business Partner.

Grievance and complaints mechanism

Line [Tell us](#)

Supplier company name:

Address:

Date:

Name and function:

Signature and stamp:

CONCLUSION