

SUPPLIER CODE OF CONDUCT

Introduction

You are opening the pages of the Supplier Code of conduct of Gelpo, s.r.o. The company stands for honesty, reliability and transparency. These values are reflected in this code, which suppliers are required to adhere to.



This code applies to suppliers, sellers, contractors, consultants, representatives and other providers of goods and services who seek to do business with Gelpo, s.r.o. anywhere in the world.

WE WANT TO BE A SUCCESSFUL AND SOCIALLY RESPONSIBLE COMPANY, therefore we do not tolerate any violation of the laws of Czech Republic and ethical principles.

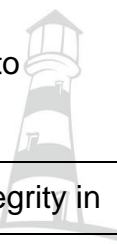
Long-term success in business can only be achieved through integrity in all areas of business dealings. Therefore, we respect ethical and moral principles, we follow the currently valid legal regulations. We act in accordance with the principles of sustainability, which are the basis of our corporate strategy.

The Gelpo, s.r.o. company reserves the right to monitor and verify the supplier's compliance with the rules of the Code of Conduct for suppliers, especially in the form of an assurance, questionnaire or external verification. By entering into a contractual relationship, suppliers undertake to comply with the Code of Conduct for suppliers.

PRINCIPLES

<p>1. We comply with legal regulations.</p>	<p>Suppliers are obliged to comply with all valid legal regulations and binding technical standards of the countries in which they carry out their activities for Gelpo, s.r.o.</p>
<p>2. We respect human rights.</p>	<p>Suppliers are required to protect human rights and treat their employees fairly, respectfully and with dignity.</p>
<p>3. We respect labor rights.</p> 	<p>Suppliers must respect the right to equal opportunities and incorporation, not to discriminate against employees because of their gender, age, ethnicity, nationality or minority, complexion, sexual orientation, religion, political beliefs, etc., regardless</p> 

	<p>of the diversity of opinions, cultural, national or social values of individuals.</p> <p>No physical or psychological violence, sexual harassment or other inappropriate behavior must be tolerated towards employees.</p> <p>Suppliers must not use child or forced labor or any other form of modern slavery and human trafficking, it is necessary to comply with all legal regulations and binding international values and conventions.</p> <p>The remuneration and working hours of the contractor's employees must be in accordance with legal regulations.</p> <p>The supplier must ensure safety and health protection at work for its employees and create an adequate working environment that minimizes health risks for employees.</p>
<p>4. We observe the principles of fair competition and the fight against corruption</p>	<p>Suppliers are prohibited from providing undue benefits and gifts with the intention of obtaining a commercial or other advantage.</p> <p>In the case of the awarding of public contracts, the legal regulations applicable to the awarding of public contracts and fair competition must be observed.</p> <p>The provision of support and sponsorship may be carried out solely on a voluntary basis, in accordance with applicable legal regulations, and may not be used to obtain illegal benefits.</p> <p>Suppliers must act transparently and with integrity in relation to their activities. The supplier is obliged to inform Gelpo, s.r.o. of any indirect or direct relationship between the supplier and an employee or employees of Gelpo, s.r.o., or similar cases that could affect contractual relations.</p> <p>Suppliers who believe that any of Gelpo, s.r.o. employees or anyone acting on GELPO's behalf has engaged in illegal or otherwise inappropriate behavior are required to report such matters to Gelpo, s.r.o. and to the company's CEO.</p>
<p>5. We adhere to transparency.</p>	<p>Suppliers must act transparently and with integrity in</p>



	<p>relation to their activities. The supplier is obliged to inform Gelpo, s.r.o. of any indirect or direct relationship between the supplier and an employee or employees of Gelpo, s.r.o., or similar cases that could affect contractual relations.</p> <p>Suppliers who believe that any of Gelpo, s.r.o. employees or anyone acting on Gelpo, s.r.o. behalf has engaged in illegal or otherwise inappropriate behavior are required to report such matters to Gelpo, s.r.o. and to the company's CEO.</p>
<p>6. We observe responsibility towards the environment.</p>	<p>Suppliers are expected to respect all applicable legislation related to the environment, strive for sustainable development and continuously reduce the negative effects of their activities on the environment, including through the sustainable use of natural resources.</p>
<p>7. We adhere to the principles of intellectual property.</p>	<p>Suppliers are obliged to ensure that the confidential information and trade secrets of Gelpo, s.r.o. acquired within the framework of business cooperation are securely protected and not used or disclosed to third parties without the prior consent of the relevant person from Gelpo, s.r.o.</p>
<p>8. We respect the protection of personal data.</p>	<p>Suppliers must respect and comply with applicable legislation on the protection of personal data, always use adequate technical and organizational means to protect all data about the company, customers and business partners and employees against unauthorized access, misuse, theft, damage.</p>

If you come across a situation that makes you suspect wrongdoing, violation of legal regulations or ethical rules or this Code of Conduct for Gelpo, s.r.o. suppliers, please contact our management immediately.





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