

## **SUPPLIER CODE OF CONDUCT**

### **Company PEBAL s.r.o.**

#### **1. Introduction**

PEBAL s.r.o. expects its suppliers to share its commitment to compliance with legal regulations, ethical conduct, social responsibility, and sustainable development. This Code sets out the minimum requirements that every supplier must meet when cooperating with PEBAL.

#### **2. Ethics and Integrity**

- Suppliers must comply with all applicable laws and act with integrity and transparency.
- Any form of corruption, bribery, extortion or unethical behavior is strictly prohibited.
- Conflicts of interest must be identified, disclosed, and resolved transparently. Suppliers must avoid situations where personal or business interests may impair impartial decision-making.

#### **3. Labour Conditions**

- Supplier must ensure a safe and healthy working environment.
- Child labour, forced labour, and discrimination are strictly prohibited.
- Fair remuneration must be provided according to applicable local laws.

#### **4. Environmental Responsibility**

- Supplier must minimize environmental impact.
- Focus on resource efficiency, recycling, and proper waste management.  
Preference for sustainable materials and production methods.

#### **5. Legal Compliance**

- Suppliers must comply with all applicable laws, regulations, and directives in their country of operation.

#### **6. Quality and Product Safety**

- Supplier must ensure that all products or services delivered meet agreed standards and are safe for intended use.

#### **7. Transparency and Audit**

- Supplier must be able to demonstrate compliance and allow reasonable audits upon request.

**8. Supply Chain Responsibility**

- Supplier is responsible for ensuring that their own suppliers follow similar ethical, social, and environmental standards.

**9. Data Protection and Confidentiality**

- Supplier must protect all personal data and treat any confidential information obtained during the course of business with PEBAL or its clients as strictly confidential.
- Personal data must be processed lawfully and in accordance with applicable data protection laws (e.g. GDPR).
- Confidential information, including but not limited to technical data, business strategies, product designs, or customer information, must not be shared with third parties without prior consent.

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**Final declaration of the supplier**

The supplier hereby confirms that they have read and understood the Supplier Code of Conduct of PEBAL s.r.o. and agree to comply with its principles throughout the course of the business relationship. The supplier also undertakes to promptly inform PEBAL of any material breach of this Code.

<b>Name and position:</b>	<b>Signature:</b>
<b>Date and place:</b>	<b>Company:</b>