

## **The Dino Polska S.A. Code of Conduct for Suppliers – schedule to the Commercial Agreement**

### **I. Introduction**

The Dino Polska S.A. Code of Conduct for Suppliers (“Code”) references the principles and values we espouse and have described in our Code of Conduct:

- caring about creating a good place of work,
- building business relations based on honesty and trust, and
- being mindful of, and sensitive to, the social context and natural environment.

These are the fundamental values that ensue from the law, the Universal Declaration of Human Rights and the Ten Principles of the United Nations Global Compact.

### **II. Validity of the Dino Polska S.A. Code of Conduct for Suppliers**

The Code is binding upon all the suppliers of Dino Polska S.A. Commencing cooperation with Dino Polska S.A. a supplier undertakes to adhere to the provisions of this Code.

### **III. Friendly workplace**

#### **1. Human rights**

Suppliers undertake to abide by the human rights set forth in the Universal Declaration of Human Rights. Suppliers do not accept any form of discrimination on account of any differences and do not permit the occurrence of any manifestations of harassment, mobbing or sexual harassment. Suppliers adhere to the principles of respecting human dignity and respond to any and all manifestations of their infringement. Suppliers do not tolerate forced labor or any forms of slavery.

#### **2. Working conditions**

Suppliers only employ employees legally on terms and conditions consistent with the law, above all meaning that they are in compliance with regulations pertaining to the minimum wage and working time. Suppliers may employ foreigners on similar terms and conditions of work and pay as domestic employees. Suppliers may consent to the work of minors solely within the framework of the binding legal regulations. Suppliers do not allow children to work or be employed.

In the event of providing housing to their employees Suppliers undertake to ensure that this venue will be safe and meet fundamental human needs.

#### **3. Occupational safety and health**

Suppliers undertake to provide their employees with conditions ensuring their occupational safety and health that are consistent with the legal regulations and prevailing standards in terms of occupational safety and health.

#### **4. Personal data protection**

Suppliers protect the personal data of their employees in accordance with the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) and the regulations of Polish law, and they safeguard the data against unauthorized access.

### **IV. Business relations based on honesty and trust**

#### **1. Partnership in cooperation**

We build our business relations on honesty, trust and mutual respect. We expect our suppliers to take the very same approach to us, to other suppliers and in the entire supply chain.

## **2. Conflicts of interest, fair competition and zero tolerance for corruption**

Suppliers will not tolerate any circumstances involving corruption or bribery. Suppliers will not accept or offer any financial or non-financial benefits whose purpose is to exert an influence on business decisions or obtain an unjust advantage on the market or obtain any financial or non-financial benefits for themselves, their family or loved ones.

### **3. Confidentiality**

Suppliers undertake to observe the confidentiality of information in commercial agreements or information related in particular to the terms and conditions of purchase, price policies, investment plans, including locations and project-related solutions. Separate agreements may specify the detailed rules of maintaining confidentiality.

### **4. Deceitful and dishonest conduct**

Suppliers do not tolerate fraud, nor do they tolerate deceitful or dishonest actions. The documentation of suppliers reflects the business they actually conduct.

## **V. Mindfulness of, and sensitivity to, the social context and natural environment**

### **1. Responsibility for products and services**

The suppliers' products and services are produced, rendered and delivered to Dino Polska S.A. in accordance with the binding legal regulations and standards while showing care for top quality and safety. Dino Polska S.A. suppliers are responsible for the origin, quality and safety of the raw materials they source from their suppliers. Suppliers use plant protection means responsibly and in accordance with the binding legal regulations and they raise animals while simultaneously caring for their welfare.

### **2. Handling complaints and merchandise returns**

Suppliers undertake to deliver products and services that are consistent with purchase orders and satisfy any and all legal requirements. Suppliers bear full responsibility for delivered goods and services not being consistent with purchase orders and the requirements laid down by binding legal regulations and standards. Suppliers cooperate with Dino Polska S.A. while acting with due diligence in terms of handling complaints reported by the customers of Dino Polska S.A.

### **3. Conservation of natural resources**

Suppliers undertake to conserve natural resources, including the rational usage of water, raw materials and non-renewable sources of energy. Suppliers use land resources responsibly in the framework of their agricultural and animal production. Suppliers will show due diligence to undertake initiatives to the extent possible to reduce the consumption of natural resources and utilize them rationally.

### **4. Responsible management of waste and emissions of hazardous substances**

Suppliers undertake to satisfy any and all legal requirements concerning the management of waste, production sewage and emissions of hazardous substances and remit all the legally required fees due by virtue thereof. Suppliers will show due diligence to undertake initiatives to the extent possible to reduce the quantity of waste produced or manage it better through proper waste segregation and recycling, and also reduce the quantity of hazardous substances emitted into the environment and proper management of sewage.

## **VI. Suppliers' confirmation of compliance with the Dino Polska S.A. Code of Conduct for Suppliers**

The supplier confirms that it has reviewed the Dino Polska S.A. Code of Conduct for Suppliers and that it will undertake measures for its employees and associates to apply the foregoing principles.