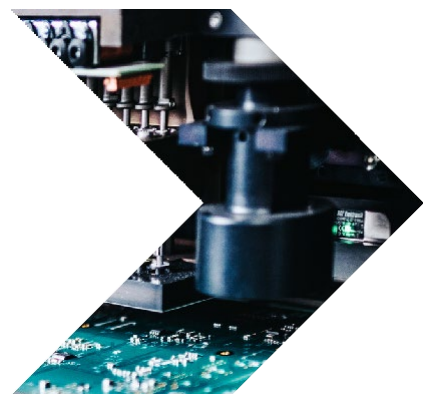


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# CODE OF CONDUCT FOR SUPPLIERS

EFFECTIVE DATE: 27.05.2024

Subject	Supplier Code of Conduct
Version	3
Responsible	Jaroslav Kuzilek
Approved	Thomas Kaiser
Effective date	27.05.2024

## 1. Introduction

In GPV, our values are the foundation and the guidelines for the way that we do business, and function as a value base for our employees as to how they should conduct day-to-day business.

We are dedicated to being a responsible employer and a good corporate citizen. The Code of Conduct represents our core values and reflects our continued commitment to ethical business practices and regulatory compliance. We are aware that our responsibility goes beyond our own activities, and we take a responsible approach throughout the entire supply chain. This Code of Conduct reflects our continued commitment to ethical business practices as well as social and environmental responsibilities in line with the ten principles of the UN Global Compact, and we expect our suppliers and business partners to share this commitment.

The Code applies to all suppliers, contractors and business partners (hereafter the "Supplier") of GPV worldwide. The purpose of this Code of Conduct is to ensure that our suppliers understand how we see responsible business practice, and to set forth our expectations to our suppliers.

GPV expects our suppliers to ensure that their suppliers follow and comply with this Supplier Code of Conduct, and fully understand the content and obligations set forth. The Supplier must offer assistance and training when required to fulfil the set of obligations.

We thank you for our commitment to our Code of Conduct.



Thomas Kaiser  
CBO

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## 2. Human rights

It is important for GPV that all people related to our business are treated with respect and dignity. We expect our suppliers to respect human rights, including the principles set forth in the International Bill of Human Rights and the International Labour Organisation's (ILO) declaration on Fundamental Principles and Rights at Work.

### 2.1. Discrimination

In GPV, we welcome diversity and value individual differences. Discrimination of any form is not tolerated, which includes discrimination based on sex, race, colour of skin, religion and beliefs, political opinion, sexual orientation, age, handicap or national, social and/or ethnic origin. Likewise, we expect our business partners and suppliers to treat employees fairly without discrimination.

Employees must have equal opportunities and treatment in employment and when hiring new employees.

### 2.2. Forced labour and human trafficking

GPV will not conduct business with suppliers that are associated with any form of bonded labour, forced labour, labour with a fear of punishment or any form of human trafficking. This includes forced prison work, work on a forced contract, slavery and other forms of work which are done against one's will or choice. The Supplier or any entity supplying labour to the Supplier must not charge fees for recruiting personnel or withhold any part of any personnel's salary, benefits, property or documents in order to force personnel to continue working for the company.

Employees must work at their own will and employees should be free to leave and change their employment when they wish.

GPV does not tolerate employment, which confines the employee in debt bondage, for example, through fee-charging employment agencies.

### 2.3. Child labour

GPV will not conduct business with suppliers that are associated with any form of child labour. Every child is to be protected from economic exploitation and from carrying out work that can be considered to have a negative effect on the child's education or harmful to the child's health or development.

Suppliers must prohibit the use of child labour and ensure that no person shall be employed at an age younger than 15 (or 14 where the law of the country permits) or younger than the age for completing compulsory education in the country of production if such age is higher than 15.

Suppliers shall protect young workers of legal work-age, up to the age of 18, from any type of employment or work which, by its nature or circumstances in which it is carried out, is likely to jeopardise their health, safety or moral, or interfere with their schooling needs.

## 2.4. Right to privacy

We expect our suppliers to:

Respect employees' right to privacy when gathering and keeping personal information or if monitoring employees.

The Supplier must abide by all applicable data privacy and information security laws and regulations when handling any personal information concerning GPV's employees and its clients.

## 2.5. Conflict Minerals

The supplier must comply with all relevant and applicable conflict minerals regulation, including Section 1502 of the Dodd\_Frank Act.

The Suppliers can be requested to provide written evidence documenting that minerals, including among others tin, tantalum, tungsten and gold, used to manufacture components and products supplied to GPV do not originate from so-called Conflict Regions such as Congo. If they originate from Conflict Regions they must be certified as "conflict free" by an independent third party. The aim is to ensure that only conflict-free components and materials are used in the products supplied to GPV.

## 3. Employees

At GPV, our employees form the basis of our success. We are committed to provide a motivating and inspiring work environment for our employees. Likewise, we expect our suppliers to focus on employee well-being and provide a safe work environment with proper terms of employment.

### 3.1. Working conditions

Employees must be treated within the applicable national or local laws as well as industry practice and collective bargaining agreements regarding employment.

Working conditions, hours, rest periods, leave and wages should be in accordance with local regulations and industry practice, and should be at a level that enables a decent living standard according to local conditions.

Wages may not be withheld as a disciplinary sanction.

### 3.2. Health and safety

Suppliers must provide a healthy and safe working environment for all employees. We expect suppliers to:

Follow all applicable local health and safety laws, standards and regulations to prevent accidents and injury to health.

Continuously improve working conditions and reduce workplace related risks and hazards by e.g., having a health and safety management system in place, ensuring management responsibilities, providing necessary safety training and equipment to employees, setting targets and conducting training.

### 3.3. Freedom of association and collective bargaining

Suppliers must respect its employees' right to organise themselves and negotiate collective wage agreements. We expect our suppliers to ensure that:

Employees have freedom of association and the right to collective bargaining consistent with applicable laws.

## 4. Climate and Environment

In GPV, it is important for us that we conduct business in a sustainable way with care for the environment. We are aware that acting responsibly goes beyond our own activities, and we therefore expect our suppliers to carry out operations with care for the environment and to strive to minimise adverse impacts on the environment, such as disproportionately large amounts of CO2 emissions and waste.

Suppliers must comply with applicable environmental regulation and maintain the necessary registrations, permits and licences.

We expect suppliers to ensure that air emissions (e.g., of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals and combustion by-products generated from operations) are to be characterised, monitored, controlled, and treated and discharged as required by law prior to discharge.

We expect suppliers to avoid pollution and actively strive to reduce material consumption. Further the Supplier shall ensure that all chemicals and hazardous materials are handled, stored and disposed of in an environmentally safe way and as required by law.

We expect our suppliers ensure that wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled, and treated, discharged, or disposed of as required by law prior to discharge or disposal.

The Supplier shall contribute to the recycling and reuse of materials and products to the extent possible.

Suppliers must monitor and continuously strive to improve environmental performance, e.g. by having an environmental management system in place.

## 5. Anti-corruption and business ethics

In GPV, we ensure that business decisions are made with high ethical standards and in compliance with the law. We work against corruption in all its forms, including bribery and facilitation payments. Likewise, it is important for us that our suppliers do not engage in any form of corrupt practices, and we expect suppliers to maintain adequate procedures for preventing employees, suppliers etc. from undertaking any illegal behaviour regarding corruption.

### 5.1. Anti-corruption

We expect our suppliers to:

Not engage in any form of corrupt practices, including bribery and facilitation payment, whether direct or indirect, and among other adhere to the US Foreign Corrupt Practices Act, the UK Bribery act and applicable anti-bribery laws. This means that a supplier must never, directly or through intermediaries, accept or offer bribes. Suppliers shall also refrain from offering expensive gifts or extravagant entertainment to GPV in an attempt to influence business decisions.

Maintain adequate procedures for preventing employees, suppliers etc. from undertaking any illegal behaviour regarding corruption.



## 5.2. Fair competition

We expect our suppliers to:

Act in compliance with applicable national and international competition legislation and regulation.

## 5.3. Confidential information and IPRs

We expect our suppliers to:

Keep all confidential and proprietary information in strict confidence, except when authorised or legally required to disclose information and data.

The Supplier complies with all applicable laws and international treaties on intellectual property rights and does not infringe any GPV or third parties' IPRs.

## 5.4. Conflict of interest

We expect our suppliers to:

Notify without delay of any condition which could be or could be perceived as a conflict of interest.

A conflict of interest arises when two or more interests are in conflict, i.e. a personal interest conflicting with the company's interests.

## 6. Compliance

GPV requires that our suppliers comply with the guidelines laid out in this Code of Conduct. Moreover, all suppliers must always, as a minimum comply with applicable laws and regulations in their countries of operation. We encourage our suppliers to go beyond legal compliance and continuously seek to improve ethical, social and environmental performance.

If GPV finds or suspects incidents of non-compliance with the Code related to the Supplier, GPV informs the Supplier hereof and expects the Supplier to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe.

GPV reserves the right to audit suppliers and their facilities to ensure compliance with GPV's Code of Conduct during the term of the contractual relationship and for three (3) years after the termination of the contractual obligations. Such audit might be performed either by GPV, GPV end customers, or a third-party auditor chosen by GPV or by GPV end-customer. In order to verify suppliers' compliance with the Code of Conduct, our suppliers shall be prepared to provide GPV with access to relevant and reasonably requested information and documentation during an audit.

Furthermore, Suppliers are expected to manage, monitor and develop their own supply chains in such a manner to ensure GPV requirements under this Code are met. Suppliers shall use their best efforts to ensure access for GPV compliance audit also to their subcontractors' premises. The Supplier shall take immediate and thorough steps to investigate and correct possible non-compliance in cases where ethical performance of its sub-contractors is questioned.

In case the supplier fails to comply with the terms of this supplier Code of Conduct, GPV has the exclusive right to require improvements by the supplier in related matters. If improvements are not made within a GPV established time period, GPV has the exclusive authority to terminate with immediate effect its contract and business with the supplier without consequence for GPV.

## 7. Accept of compliance

*We accept the terms and conditions stated above in the GPV Code of Conduct for suppliers version 3. This commitment is given by the supplier on behalf of the companies belonging to the same group of companies and is given to the GPV Group as a global entity.*

SUPPLIER NAME: \_\_\_\_\_

ADDRESS 1: \_\_\_\_\_

ADDRESS 2: \_\_\_\_\_

ZIP CODE / CITY: \_\_\_\_\_

COUNTRY: \_\_\_\_\_

Place and Date: \_\_\_\_\_

Authorised Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Stamp (where available): \_\_\_\_\_

*Please return a signed copy of all pages (photo or scanned) to your usual GPV contact person or to [gpv@gpv-group.com](mailto:gpv@gpv-group.com).*