

2023

CODE OF SUPPLIER'S CONDUCT

AKOMEX GROUP



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**THIS SUPPLIER CODE APPLIES TO SUPPLIERS AND
THEIR EMPLOYEES WORKING WITH AKOMEX GROUP.**

By Suppliers, we mean subcontractors, service providers, advisors, intermediaries, and agents.

The Code defines the basic rules that the Akomex Group requires from its current or potential Suppliers who want to establish or maintain business relations.

Code



1



Suppliers shall ensure that their employees and other persons in the supply chain are properly trained and equipped to perform their work safely.

2



Sharing information on hazards with compliance and proper monitoring through appropriate documents such as safety data sheet MSDS.

3



Ensuring regular working hours, timely payment of salary and allowances in accordance with national and internal regulations and relevant conventions.

4



Prohibition of any form of human trafficking, child labour, forced labour. We consider a child to be anyone under the age of 15, or any higher age specified by local law.



No tolerance for disrespect, harassment, discrimination, abuse, or inappropriate sexual advances.



Ensuring equal treatment of employees and candidates for employees.



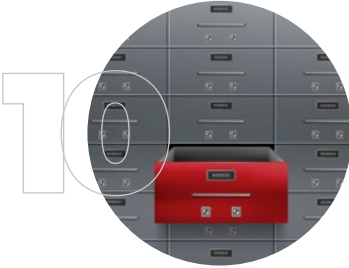
No manifestations of harassment due to gender, age, disability, race, religion, nationality, political opinion, trade union membership, ethnic origin, religion, sexual orientation.



Conducting operations in an environmentally responsible manner and in compliance with environmental legislation.



Ensuring the protection of confidential information entrusted by us and our clients and third parties.



Ensuring that personal data, its collection, recording, storage, and disposal are carried out in accordance with applicable laws and regulations.



Ensuring that business is conducted with integrity without any form of bribery or corruption. Under all circumstances, it is unacceptable to give or take bribes, either directly or indirectly.



Compliance with the principles of fair competition. Avoiding situations where cooperation may lead to a conflict of interest.

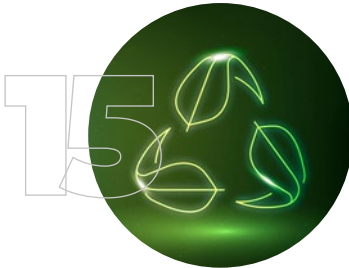
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Respecting the rules of the policy regarding the form of hospitality as well as gifts. The parties do not offer or accept any form of hospitality or gifts that may inappropriately influence – or may appear to influence – business decisions.



Allowing representatives of the Akomex Group to conduct a system and process audit.



Supporting a proactive approach to environmental challenges, including:

- optimising energy use,
- resource efficiency,
- waste management and recycling.



Applying specific rules to third parties with whom a given Supplier cooperates under its own agreements, codes of conduct and regulations.

**If there is a conflict
between the law and this Code,
then the law shall take precedence.**

**Any questions, ambiguities
should be addressed to**

dostawcy@akomex.pl

or

dostawcy@drukpak.pl



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