



Supplier Code of Conduct

Important Notes & Information

Our COMPANY has a strong purpose agenda that focuses on 3 topics:

- Ecological impacts
- Human rights & labor practices
- Business ethics

These 3 topics are in our strategy, and we will award work to suppliers that most closely align towards COMPANY's goals.

Every purchase that we make can have an impact to contributing positively to Society.

This commitment ensures that we are partnering with suppliers that have the best offering in terms of having a positive impact on environment, human rights, and ethics.

COMPANY recognizes that these are long term ambitions and in future we will only work with companies that are driving change and willing to make commitments for a better future for all.

Pls, forward back the below Code of Conduct stamped and signed to:
g.sachinidis@gustodairy.gr

Yours faithfully,

George Sachinidis
Supplier Manager



Supplier Code of Conduct

Environment

Suppliers shall strive to minimize the environmental impact of their activities through responsible management, widespread environmental awareness, and the use of technologies with low environmental impact.

Human rights

Suppliers shall support and respect the protection of internationally proclaimed human rights and ensure that they are not complicit in human rights abuse.

Child labor and young workers

Suppliers shall not accept the employment of children. The minimum age of employment shall not be less than the age of completion of compulsory schooling and in any case not less than 15 years (14 years in some developing countries).

Where national law permits it, children between the age of 12 and 15 may perform a few hours of light work per day. The work must not interfere with children's education.

For young workers below the age of 18, special precautions shall be taken to protect them against accidents and damage to their health.

Forced labor

Suppliers shall not accept any form of forced labor such as bonded labor, prison labor, slavery, human trafficking, or retention of important personal documents of employees.

Working environment

Suppliers shall offer a safe working environment for all employees. Adequate health and safety procedures and the use of relevant protective equipment shall be implemented. Employees shall have access to drinking water and appropriate sanitation facilities.

Freedom of association

Suppliers shall respect freedom of association and the right to collective bargaining.

Discrimination

Suppliers shall not engage in or support any form of discrimination such as discriminating practices for employment, benefits, promotions, or training. Employee related decisions shall be based on relevant and objective criteria.

Workplace violence

Suppliers shall protect employees in the working place against physical, verbal, sexual or psychological harassment, abuse, or threats.

Working hours

Suppliers shall comply with all applicable local and national standards on working hours and overtime.

Wages and benefits

Suppliers shall comply at least with local and international legal minimum standards concerning wages and benefits including compensation for overtime. The size of wages shall enable workers to meet basic needs and shall be paid on time.

Legal compliance

Suppliers shall operate in compliance with applicable national and local legal requirements.

Fair competition

Suppliers shall comply strictly with all antitrust and competition law.

Anti-corruption

Suppliers shall commit to zero tolerance for corruption in all its forms, including bribery and extortion. Any evidence of corruption will be addressed with immediate effect. Suppliers shall actively work against corruption in all its forms.

INDICATION OF COMMITMENT & COMPLIANCE

"We have read, understood and confirm that we will strive up to this Supplier Code of Conduct and we will support you with the necessary documentation to demonstrate our commitment and compliance with this this Supplier Code of Conduct."

Date	Company name	Name and function	Stamp and signature
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