



Supplier Code of Conduct

Version1

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PYRONOVA s.r.o.

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INTRODUCTION

The Code of Conduct is an important step for all stakeholders to establish long-term and sustainable relationships in order to promote business integrity towards external stakeholders.

In order to successfully pursue the Pyronova Group's vision and approach and to achieve customer-focused goals, we expect and encourage our suppliers to adopt the same rules and principles.

Suppliers and all persons acting on their behalf must comply with national and international antitrust and competition laws. They may not, directly or indirectly, enter into any illegal agreements or exchange sensitive information, such as data on markets, customers, strategies, prices, etc. All suppliers and all persons acting on their behalf participate in tenders and private sector tenders in compliance with applicable laws and regulations.

Pyronova expects its suppliers to conduct business ethically and lawfully and to adhere to the following specific rules in the areas of anti-corruption, competition and conflict of interest:

R – 1 Bribery

The Pyronova Group company does not tolerate any form of bribery and expects its suppliers not to accept or offer bribes of any kind. The bribery prohibition applies to all countries where suppliers operate with a company in the Pyronova Group.

The bribery prohibition applies without exception, even where Pyronova's competitors or their suppliers resort to bribery, as well as in countries where bribery as such is not illegal or where bribery is a normal part of business practice.

Facilitation payments are also considered bribery. No supplier will be penalized for refusing to pay a bribe, even if the Pyronova Group company loses a business opportunity.

R – 2 Gifts, travel expenses, entertainment, etc.

Management of Pyronova Group company is aware that entertainment, hospitality and the exchange of business gifts are considered a common practice and part of building and maintaining business relationships. It is a policy to accept such practice provided that the value provided does not exceed reasonable value and that the gift, entertainment or hospitality is not provided with the intention of influencing their recipient's behaviour or decision-making. Under no circumstances it is permitted to accept or offer any cash donations exceeding EUR 150/year.

R – 3 Competition

In accordance with national and regional laws, the Pyronova Code of Conduct prohibits all unlawful pricing agreements and other unfair agreements on key requirements, rates, deductions, fees and conditions between competitors (cartel agreements) that could exclude, prevent, restrict or distort fair competition.

Therefore, suppliers are also obliged to make the same efforts and are encouraged to implement a program of compliance to ensure that their employees do not receive or provide any information about pricing

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agreements from competitors, business partners, customers or suppliers, either oral or in writing, or other terms relating to an unrelated third party.

The Pyronova Group company may disclose certain confidential information to suppliers in the course of its business, in which case the confidential information shall be disclosed solely to support the obligations of the supplier. Suppliers may never disclose this confidential information to third parties or use it for any purpose other than the delivery of goods or services.

R – 4 General Behaviour

Every Pyronova Group company expects its suppliers to make an effort to use appropriately qualified and trained personnel. In addition, suppliers are expected to ensure that appropriate measures are taken to prevent the use and misuse of alcohol, drugs, etc. by their personnel in carrying out assembly / service work or other services on behalf of Pyronova.

Pyronova expects its suppliers to be able to adequately communicate internally with the Pyronova Group's employees and customers in all situations.

Suppliers are also required to adhere to the specific requirements, rules and regulations set by the Pyronova Group or its customers in the area of general behaviour, handling and performance of customer work. However, suppliers are not obliged to comply with specific requirements that would be contrary to the general safety or health and safety regulations.

Pyronova expects its suppliers to ensure that their equipment used in the provision of services is reliable and capable, that they meet general and statutory maintenance standards, and that they comply with all safety regulations and measures at all times.

R – 5 Human and Labour Rights

Suppliers are expected to respect internationally proclaimed human rights, to provide equal opportunities to their workers and not to discriminate against them on the basis of race or gender, marital status, ethnic or national origin, religious beliefs, sexual orientation or other status, or use forced or involuntary labour to comply with international child labour legislation. Pyronova's suppliers are obliged to create a safe and healthy working environment for their employees that meets or exceeds all the continuously changing legal requirements. Pyronova calls on its suppliers to respect the rights of their employees to freely gather, join the trade unions and engage in collective bargaining in accordance with national laws and international conventions. Finally, suppliers are expected to comply with applicable laws, regulations and industry standards regarding working hours and minimum wages.

R - 6 Environmentally Friendly Conduct

Environmental protection is a key part of the sustainability commitment. The Pyronova Group supports a business model, including a strategy for growth and value creation, which means working with resources efficiently, including improving the environmental profile in the supply chain.

On a larger scale, the suppliers are expected to comply with all applicable national and international environmental laws and regulations and are encouraged to continuously monitor and apply methods and technologies that minimize negative environmental impacts.

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