



Supplier Code of Conduct

Version 2

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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 build long-term and sustainable relationships between all stakeholders and in order to promote the integrity of the business towards external stakeholders.

To successfully fulfil the vision of the Pyronova Group and its approach and achieve its customer-oriented goals, we expect and encourage our suppliers to adopt the same principles and guidelines.

Suppliers and all persons acting on their behalf must comply with national and transnational antitrust law and regulations for the protection of competition, and they must not enter into any illegal agreements, directly or indirectly, or exchange sensitive information, .e.g. relating to markets, customers, strategies, prices, etc. All suppliers and persons acting on their behalf participate in public tendering procedures and private sector tenders in accordance with applicable laws and regulations.

Pyronova expects its suppliers to conduct business in an ethical and legal manner and to adhere to the following specific rules:

P 1 - Selection of suppliers

For a mutually successful and fair business, we must perform a fair and impartial review of all offers submitted by our suppliers.

The wording and processing of the contract is based on objective criteria for assessing the competence of suppliers and contracts are concluded in a comprehensive and transparent manner, subsequently their amendments must also be documented.

P 2 - Bribery

The companies in the Pyronova Group do not tolerate any form of bribery and expect their suppliers also not to accept or offer bribes of any kind. The bribery ban applies to all countries, in which suppliers do business with a company from the Pyronova Group.

The bribery ban applies without exception, i.e. also in cases where Pyronova's competitors or 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.

Payments for expedited equipment are also considered bribery. No supplier will be penalized for refusing to pay a bribe, even if a company in the Pyronova Group loses its business opportunity due to this. At the same time, we expect suppliers to use internally effective ways to detect fraud and unfair practices.

P - 3 Gifts and Benefits

All our business activities are based on honest and responsible thinking and behaviour. The management of companies in the Pyronova Group is aware that adequate hospitality and the exchange of business gifts are considered a part of building and maintaining business relationships. It is our policy to accept such practices provided that their value does not exceed a reasonable amount and that the gift, entertainment or hospitality is not provided with the intent to influence the recipient's behaviour or decisions.

Under no circumstances is it allowed to accept or offer any monetary gifts amounting to more than 150 Euros/year. Direct financial gifts are prohibited in all cases.

Corruption and bribery in any form are not tolerated and employees who may be affected by the suppliers will have to face disciplinary actions and consequences. The benefits of requesting or providing any services for a bribe are unacceptable.

P – 4 Competition and antitrust law

The Code of Ethics and Rules of the Pyronova Group prohibit illegal pricing agreements and other unfair agreements on key requirements, rates, deductions, fees and conditions between competitors (cartel agreements) that could eliminate, prevent, restrict or distort fair competition in accordance with legal regulations at a European and regional level.

Therefore, suppliers are required to make the same effort and we also require them to implement a compliance program to ensure that their employees do not accept or provide, either verbally or in writing, any information on pricing agreements or other conditions relating to an unrelated third party to/from the competitors, business partners, customers or suppliers.

Where it is necessary to disclose confidential information solely in support of the supplier's obligations, suppliers may never disclose such confidential to third parties or use it for any purpose other than the supply of goods or services.

P - 5 General Behaviour

Every company in the Pyronova Group expects its suppliers to use only suitably qualified and trained employees who, among other things, are able to adequately communicate internally with co-workers and externally with our customers in all situations.

Suppliers are also obliged to comply with specific requirements, rules and regulations set by the Pyronova Group or its customers in the field of general conduct, handling and performance of work for customers.

We expect our suppliers to ensure that their equipment used in the provision of services is reliable and suitable, that they meet general and statutory maintenance standards, and that they comply with all safety regulations and measures in all circumstances. Furthermore, suppliers are expected to ensure that appropriate measures are taken to prevent the use and abuse of alcohol, drugs and other narcotics by their personnel while performing assemblies / service work or other services.

However, suppliers are not obliged to comply with specific requirements that would be in conflict with the regulations for general safety or for safety and health while at work.

P - 6 Human and labour rights

Suppliers are expected to respect internationally proclaimed human rights, to provide equal opportunities for their employees and not to discriminate against them on the basis of race or gender, marital status, ethnic or national origin, religion, sexual orientation or other status, or that they won't use forced or involuntary work and that they will comply with international laws on child labour.

Suppliers are required to create a safe and healthy work environment for their employees that meets or exceeds all ever-changing legal requirements.

The Pyronova Group appeals to its suppliers to respect the rights of its employees to freely associate, join 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. Under no circumstances is it permitted to access and process any information that incite racial hatred, crimes that promote violence, or that otherwise have offensive content or activities that lead to trafficking in human beings.

P - 7 Respect for the environment

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

Suppliers are expected to be able to comply with all relevant national and international environmental laws and regulations and are motivated to constantly monitor and apply methods and technologies that minimize negative environmental impacts, including emissions and the consumption of natural resources with emphasis on the responsible handling of chemicals.

Furthermore, they are more widely expected to be able to comply with all relevant legal requirements and regulations on health and safety at work, environmental protection and take measures to minimize risk, negative impacts on safety and the environment, in particular the production of waste and greenhouse gases.

P - 8 Information protection and original parts

Suppliers must participate in the protection of any confidential data, information, prototypes and other types of confidential know-how and use them only for the purposes of deliveries to the Pyronova Group. Suppliers are committed to protecting product information obtained through business relationships. In no case may they supply false, counterfeit parts and materials that are not original, prohibited or were not approved or specified at the establishment of the business relationship.

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Mgr. Pavol Pongrácz
CEO



pyronova
passion for protection

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