

SUPPLIER CORPORATE RESPONSIBILITY AND ETHICS COMMITMENT

1. Human Rights

We expect our suppliers to be a company which respect to human rights. It is mandatory for our suppliers to avoid discrimination of language, race, complexion, gender, political thought, faith, religion, cult, age, physical disability and similar reasons discrimination among employees within the institution.

2. Work Conditions

2.a. Prevention of Child Labor

Companies must comply prescribed age limitation on child labor according to the ILO applications. This age limitation should not be below the age reached by the child at the end of compulsory education and in no case should not be under 15 years of age.

2.b. Wages and Social Services, Working hours

Wages and social services should be determined in accordance with the principles applicable to the minimum wage, overtime and social services mandated by the law and employment contracts. Working hours must be comply with applicable laws. Overtime should be done only when the employee is voluntary, and the employee should be granted vacation rights in accordance with the law and workplace practice.

2.c. Right to work freely

Forced or compulsory labor is prohibited. Employees should have right to terminate the employment contract in accordance with the law.

2.d. Freedom of Assembly and Union

All employees should be able to talk frequently about business management and working conditions without fear of negative consequences no matter what type. They have right to join a union, to appoint a representative or to be elected as a representative.

2.e. Health and Safety

The institution ensures the safety of employees at least in accordance with the law and protects health and always improves the business environment for improvement.

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3. Business Ethics

3.a. Anti-Corruption

The highest level of integrity is expected from our suppliers in all business activities and relationships. All forms of corruption, bribery, blackmail and abuse must be strictly prohibited.

3.b. Prohibition of Discrimination

We expect our suppliers to be against of discrimination among employees of whatever type. This includes putting people at a disadvantage due to their gender, race, social group, color, disability, union, political opinion, origin, religion, age, pregnancy.

3.c. Privacy

We expect all of our suppliers to protect any confidential and proprietary information that may create a competitive disadvantage in accordance with the "Privacy Principle". Our suppliers compete on legal and ethical grounds within the framework of mutual respect and avoid violation of competition law.

4. Environment

We expect our suppliers to manage all environmental impacts that may arise from their activities with a sense of responsibility. We expect them to aim at continuous improvement with an effective environmental management system by providing the necessary technical, financial and human resources to achieve environmental principles and targets at every stage of raw material selection, production and service activities.

5. Occupational Health & Safety

Occupational safety and occupational health are the primary responsibilities, and the "0 work accident" and "0 occupational disease" target should be achieved with the provision of appropriate working conditions and continuous improvement of working conditions.

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6. Responsibility and Practice

The above-mentioned requirements are R zmař supplier selection criteria, and we expect full compliance with these requirements from all of our business partners.

We thank you for your cooperation on “Corporate Responsibility and Ethical Rules” and wish you success in your work.

Best Regards,

R zmař  elik Executives

COMMITMENT OF SUPPLIER

As a business partner of R zmař  elik San ve Tic A.ř., we undertake that we comply and will comply with the rules of "social responsibility and ethics" mentioned in this text.

SUPPLIER

COMPANY NAME:

RESPONSIBLE:

DATE:

SIGN & STAMP: