

Code of Ethics of Bidfood Czech Republic s.r.o.

Acceptance of the Code of Ethics is a prerequisite for concluding supplier contracts with Bidfood Czech Republic s.r.o. (hereinafter referred to as **Bidfood CZ**). By signing this document, the Supplier undertakes to act and to continue to act in accordance with this Code. The standards contained in this Code of Ethics are in addition to, and not a substitute for the provisions of any other agreement or contract between the Supplier and Bidfood CZ.

This Code of Ethics defines the minimum standards from which no compromise can be made and which Bidfood CZ requires all its suppliers to adhere to. Bidfood CZ expects its suppliers to comply with all applicable laws and regulations, but in particular those described in this Code.

A) Employees:

- The Supplier must treat all its employees fairly, with dignity and respect.
- The principle of equal treatment of all employees must be respected and no form of discrimination must be applied.
- The Supplier shall not tolerate any form of abuse, intimidation, threats or harassment of its employees.
- The Supplier shall, in accordance with the law of the country and the spirit of this Code, provide its employees with a safe and healthy working environment with adequate temperature, access to potable water and, where necessary, the Supplier shall provide its employees with protective work equipment.
- Employees' working hours are in accordance with the applicable laws of the country, and overtime work is voluntary and rewarded with a higher hourly wage.
- The Supplier shall respect the rights of employees and meet all obligations to its employees in a timely manner.
- The Supplier shall not apply disciplinary deductions from the wages of its employees.
- The Supplier shall not employ workers without valid authorization to work in its facilities in the country.

B) Supplier's products:

- All products and services supplied by the Supplier must meet the quality and safety standards required by applicable laws and regulations.
- The Supplier undertakes to be able to trace the fault in the supply chain in the event of poor quality or a breach of product safety and to take appropriate steps to remedy it as quickly as possible.
- For products protected by a trademark, all procedures and quality standards linked to the granting of this protection must be strictly observed.
- The Supplier undertakes to comply with all legal requirements, regulations and directives relating to the environment, to optimise the use of natural resources including drinking water and electricity in its production and to manage all waste produced in an environmentally friendly manner.
- The Supplier undertakes to limit the use of plastics to a reasonable extent and to use plastics only where objectively necessary.

C) Others:

- The Supplier shall not accept or offer substandard or illegal benefits to companies and persons in its supply chain. The Supplier shall have effective anti-corruption mechanisms in place and take steps to effectively report and prevent corrupt conduct by its employees.
- The Supplier shall not accept or offer any benefits or advantages to employees or persons cooperating in any way with Bidfood CZ.

- The Supplier must immediately notify Bidfood CZ of any conflict of interest arising from the Supplier's cooperation with Bidfood CZ, in particular any personal interest of an employee or person cooperating with Bidfood CZ in the conclusion of the Supplier Contract.
- The supplier must establish channels and mechanisms to receive and handle complaints and, in the case of an anonymous complaint, preserve and respect the anonymity of the complainant whose identity is known to the supplier.
- The Supplier must deal fairly and promptly with all complaints, anonymous or signed, in the spirit of this Code and the legal regime of the country concerned.

The Supplier shall report any violations of this Code to Bidfood CZ through the following channels:

Address: ***Bidfood Czech Republic s.r.o.***

V Růžovém údolí 553

Kralupy nad Vltavou, 278 01

Email: bidfood@bidfood.cz or jan.valecka@bidfood.cz

Phone: *+420 315 706 111*

The Supplier's representatives hereby undertake to observe and act in accordance with the rules and principles arising from this Code.

If Bidfood CZ discovers a violation of this Code, it will agree with the Supplier on remedies, and the Supplier will undertake in writing to remedy the violation within a reasonable period of time. In the event that Bidfood CZ and the Supplier fail to agree on remedies or the Supplier refuses to commit in writing to remedy the breach, Bidfood CZ may terminate the business relationship with the Supplier and terminate the relevant contracts.

Supplier :

Supplier's address :

Supplier's representative

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