# SUPPLIER CODE OF CONDUCT 2025

## INTRODUCTION

This Supplier Code of Conduct (hereinafter referred to as the “Code”) of BUDAMAR LOGISTICS (hereinafter referred to as the “Company”) is based on our values and the commitments set out in the Code of Conduct for Employees and it defines the basic principles and expectations that our suppliers should follow.

The Code emphasises compliance with applicable laws, respect for human rights and fair working conditions, protection of health and safety at work, the application of business ethics, and a responsible approach to environmental protection. We believe that long-term, successful cooperation is only possible on the basis of mutual trust, respect and a shared commitment to responsible business.

In Bratislava, November 10th, 2025

**Ing. Peter Malec**
Chairman of the Board

# HUMAN RIGHTS AND WORKING CONDITIONS

We expect our suppliers to fully respect human rights and to comply with standards relating to employment relationships, equal opportunities, the protection of dignity, and the health and safety of all their employees.

The application of these human-rights principles is carried out in full compliance with applicable legislation and internationally recognised standards.

## Child labor prohibition and protection of young workers

Suppliers must reject child labor and when employing young people, respect legal requirements regarding minimum working age and ensure special protection with respect to working time, personal development and education.

## Prohibition of forced labor

Suppliers shall not tolerate any form of forced or illegal labor.

All work performed must be based solely on voluntary participation, and no form of forced labor, including debt bondage, modern forms of slavery, or any form of human trafficking, will be accepted.

## Prohibition of discrimination, diversity and inclusion

Suppliers shall provide equal opportunities for all and reject any form of discrimination, bullying or harassment based on gender, ethnic or national origin, nationality, social status, religion, age, disability, sexual orientation, gender identity or any other characteristic protected by applicable law. Gender-based discrimination in any stage of the employment process is not tolerated.

## Working conditions

Suppliers shall provide their employees with fair wages and comply with local laws and regulations, including working hours and remuneration. Wages must be at least in line with local minimum wage requirements.

## Health and Safety

We expect our suppliers to ensure a safe working environment and to take appropriate measures to prevent incidents and occupational injuries. Suppliers must comply with local health and safety laws.

Suppliers should investigate the causes of incidents, implement corrective measures and develop emergency plans. It is recommended to regularly improve working conditions and provide employees with access to relevant training.

## Freedom of association and collective bargaining

Suppliers shall respect the right of employees to freedom of association and collective bargaining in accordance with applicable local legislation and without fear of discrimination, intimidation, harassment, or any repressive measures.

### Right to privacy and personal data protection

Suppliers must process personal data lawfully, securely and solely for the purpose for which it was provided. Confidentiality and privacy must be protected, and requests for erasure must be handled in accordance with applicable legislation. Appropriate technical and organisational measures shall prevent unauthorised access, loss or misuse of data.

### Protection of minorities, indigenous people and prohibition of forced eviction

Suppliers are expected to respect the rights, dignity and cultural identity of minorities and indigenous peoples. Their activities and services must not adversely affect living conditions, social and cultural traditions, the environment or access to natural resources such as water and land, and must not lead to forced displacement.

### Use of security forces

Suppliers are expected to respect human rights when protecting property or projects, and if public or external security forces are involved, their deployment must be managed and supervised in such a way as to avoid violating human rights. Suppliers who use their own security personnel must provide adequate training and clear instructions, and prohibit any form of violence or abuse.

## BUSINESS ETHICS

Suppliers must act honestly, lawfully and transparently. Corruption, bribery and any unethical conduct are prohibited. A fair approach to employees, customers and business partners is expected, together with the fulfilment of obligations towards the Company.

### Compliance with laws and regulations

Suppliers must comply with all applicable laws and regulations and adhere to them when providing their services.

### Financial responsibility

Suppliers are required to ensure transparent accounting and tax records and to report financial transactions in accordance with legal requirements and applicable laws.

### Export controls and sanctions

Suppliers shall ensure that their business activities are conducted in accordance with applicable laws relating to export controls, the implementation of international sanctions and customs regulations.

### Avoiding conflicts of interest

Suppliers and their employees must avoid situations in which personal or business interests could influence decisions in relation to the Company. Where

a conflict cannot be fully avoided, the supplier must identify and report it in a timely manner to prevent inappropriate behavior.

### Prohibition of bribery, corruption and money laundering

Suppliers must refrain from any corrupt practices and their employees shall not accept, offer or request any undue advantages, benefits or gifts intended to influence a decision or obtain an unfair advantage. Suppliers are expected to comply with all applicable laws on combating money laundering and the financing of terrorism and to apply a zero-tolerance policy towards illegal financing.

### Fair competition

Suppliers are expected not to support or participate in any agreements, practices or activities that could restrict or distort fair competition.

### Prohibition of Counterfeit Parts

Suppliers must not supply or introduce counterfeit or otherwise altered products into the goods and services provided to the Company. All products must be genuine, compliant with applicable standards and regulations, and delivered with appropriate documentation to ensure their safety, quality and reliability. Suppliers are also expected to implement and maintain processes to identify, track and prevent the delivery of counterfeit parts or materials.

### Protection of commercial data

Suppliers must keep confidential and sensitive information, including trade secrets, secure and disclose it only to the extent necessary and solely to authorised persons bound by confidentiality obligations or where disclosure is required by law.

## ENVIRONMENTAL PROTECTION

Suppliers are expected to take environmental considerations into account when carrying out their activities and to manage environmental aspects in line with the principles of sustainable development.

Suppliers are required to comply with all applicable environmental laws, regulations and requirements, and implement measures to minimise the negative impacts of their activities, including reducing emissions, lowering energy consumption and using resources efficiently, with the aim of supporting environmental protection and sustainable development.

## WHISTLEBLOWING

The Company expects suppliers to conduct their daily business in accordance with the ethical standards set out in this Code.

Suppliers may report suspected violations of this Code and any unlawful or unethical conduct through the Company's whistleblowing channel without fear of retaliation by sending an e-mail to: **podnety@budamar.sk**

Concerns may be submitted anonymously if the whistleblower wishes and will be handled by the authorised person responsible for investigating each case. The person appointed by the Company's statutory body will assess each report in accordance with applicable laws and internal regulations. If a concern is confirmed, appropriate disciplinary measures will be taken against the offenders and corrective measures are implemented to prevent a recurrence of the violation.

## PROCESSING OF PERSONAL DATA

The Company processes the personal data of the Whistleblower and affected persons to the extent necessary for the verification and handling of the report. The legal basis for processing is the legitimate interest of the Company (Article 6(1)(f) GDPR).

Detailed information on the processing of personal data related to reports submitted by third parties is published on the Company's website in the "GDPR" section.

Personal data are processed only to the necessary extent and retained for the period required to handle the report and evaluate the measures taken, typically no longer than 12 months after the completion of the verification.

The Company ensures that all personal data are processed confidentially and protected against unauthorized access, loss, or misuse.