Celiko Supplier/Customer Code of Conduct

1. Introduction

At **Celiko**, we believe that the high quality of our products goes hand in hand with responsibility for the way they are made. As an organization striving to have a positive impact on people, society, and the environment, we build our supply chain based on the foundations of **sustainable development and business ethics** .

The purpose of this Code is to ensure that our suppliers of goods and services, as well as our customers, comply with global business standards, ethical principles, and applicable laws in their operations. We encourage and support our partners to consider social and environmental responsibility in their operations.

2. Work standards

Our requirements are based on recognized international standards. We expect suppliers/customers to comply with national regulations and the standards contained in **the Ethical Trading Initiative Base Code,** which includes, among other things, the prohibition of forced labor, freedom of association, safe working conditions, and fair wages.

The full text of the ETI standards is available at: https://www.ethicaltrade.org/eti-base-code .

Please read the full text of the ETI.

3. Health and Safety (OHS)

Ensuring a safe work environment is a priority. The Supplier/Customer commits to:

- Risk management: Identifying and minimizing workplace hazards and implementing procedures to prevent accidents and occupational diseases.
- Training and instruction: Regular training of employees in the field of occupational health and safety, operation of machinery and emergency procedures.
- Infrastructure and equipment: Providing functional protective equipment (PPE), adequate lighting, ventilation and access to clean toilets and drinking water.
- Fire safety: Maintaining clear escape routes, efficient fire protection systems and regularly conducting test evacuations.
- Housing (if applicable): Ensure that employee living quarters are safe, hygienic, and meet basic living needs.

4. Environment

Suppliers/Customers are committed to protecting and improving the environment. At a minimum, they will comply with all applicable environmental laws, regulations, and standards, such as requirements for chemicals and waste management, recycling, industrial wastewater treatment and discharge, air emissions, environmental permits, and environmental reporting.

Celiko expects from its suppliers/customers at least:

- **Resource efficiency:** reducing the consumption of raw materials and waste and reusing, returning, recycling or disposing of used products in an environmentally friendly manner to the greatest extent possible;
- **Nature conservation:** research and monitoring impacts on biodiversity;

- **Emissions management:** mapping and minimising the footprint of your business processes, products and services, ideally through an environmental management system or certification, to provide insight into your organisation's environmental performance and enable improvement.

5. Business Integrity

Celiko strives to work with its suppliers and customers in a respectful, transparent, and responsible manner. Celiko suppliers/customers are expected to conduct business according to the highest ethical standards and strictly comply with all laws regarding bribery, corruption, and prohibited business practices. Celiko suppliers/customers will not make any payments to influence decision-making or to obtain or retain business advantages.

- Anti-corruption : Clear and transparent anti-corruption policy.
- Grievance Mechanism: Providing employees with a safe and anonymous channel to report abuse without disciplinary consequences.

6. Transparency in the supply chain

- Audit Right: Celiko or an authorized third party has the right to conduct an audit at Supplier's facilities to verify this Code.
- Subcontractors: The Supplier undertakes to transfer the standards of this Code to its subcontractors.

7. Our Values and Expectations

We want our collaboration to be based on partnership, trust, and good relationships. We expect our suppliers—contractors and business partners—to identify with and act on the basis of these values, while maintaining honesty, integrity, and respect for diversity and the rights of all individuals and entities.

8. Consequences of Violations

Conduct inconsistent with these values or violation of the principles set out in this Code and ETI standards excludes the possibility of cooperation and may constitute grounds for termination of all relationships with the Supplier.