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	TITLE: SUPPLIERS' CODE OF CONDUCT	Approved: I. ANASTASIOU	Date: 01/11/2020
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This Code of Conduct sets out the basic requirements for CAVINO SA suppliers, regarding their obligations to stakeholders, the environment, occupational health and safety and business ethics.

CAVINO SA reserves the right to reasonably change the requirements of this Code of Conduct due to changes in its Compliance Program. In this case **CAVINO SA** expects the supplier to accept these reasonable changes.

CAVINO SA reserves the right to review the supplier's policies and procedures and to control them, where required.

The supplier of **CAVINO SA** hereby declares:

• **LEGAL COMPLIANCE**

• **PROFESSIONAL ETHICS:**

Appropriate professional ethics, policies and procedures. These should be adapted to the local environment and distributed to employees, suppliers and partners. Suppliers must adhere to the highest level of ethical conduct in their cooperation with their employees, suppliers and customers.

• **PROHIBITION OF CORRUPTION AND BRIBE:**


Not to be tolerant of any form of corruption or bribery, including any payment or benefit to a government or public official.

To follow the appropriate procedures by which the employees and any others who provide products and services on their behalf will be prevented from becoming subjects of the offense of active or passive bribery.

To comply with the Law on Bribery of the Hellenic Republic and any other relevant International Conventions against corruption, as well as the current legislation and regulations against corruption of the countries where they conduct their business.

• **REGARDING THE BASIC HUMAN RIGHTS OF EMPLOYEES:**

To provide equal opportunities and assistance to its employees, regardless of race, nationality, social background, physical disability, sexual orientation,

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pregnancy or maternity, political or religious beliefs, gender, age, marriage or free relationship or any other factor which cannot be determined.

To respect the personal dignity, private environment and the rights of each individual.

To refuse to employ or force anyone to work against their will.

To refuse to tolerate any unwanted treatment of employees such as mental cruelty, sexual harassment or discrimination.

To prohibit behaviors that include gestures, language or physical contact of a sexual nature, that cause coercion, are threatening or offensive or contain any form of exploitation.

To offer the right wages and to guarantee the Nationally established minimum wage, the agreements with the trade unions and the standards of the industry.

To comply with the maximum number of working hours defined by the applicable Legislation.

To recognize workers' right to free trade unionism and not favor or discriminate against members of trade unions or trade unions.


• PROHIBITION OF CHILD WORK:

Do not hire employees who have not completed the 18th year of their age.

• HEALTH AND SAFETY OF EMPLOYEES:

To take full responsibility for the health and safety of its employees.

To monitor the risks and take the best possible precautions against accidents and occupational diseases.

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To provide training and ensure that its employees are informed on health and safety issues.

To install and use a reasonable professional health and safety management system.

To fully comply with all relevant applicable Legislation and regulations.

• **ENVIRONMENTAL PROTECTION:**

To act in accordance with the current Legislation and where possible with international standards regarding the protection of the environment.

To minimize environmental pollution and to make continuous improvements in terms of environmental protection.

To supply **CAVINO SA** with details about its environmental policy and its environmental performance.


To establish and use a reasonable environmental management system and make a commitment to reduce the environmental impact of its activities.

• **SUPPLY CHAIN:**

To make reasonable efforts to ensure that its suppliers comply with this Code of Conduct.

To commit to ensuring that its supplier selection processes are transparent, objective and non-discriminatory and provide fair and equal opportunities to all actors, including Small and Medium Enterprises.

To certify the possibility of sending periodic reports to **CAVINO SA** regarding the demographic data of the workforce of its suppliers and other issues related to the management of diversity, where required.

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• **SUSTAINABILITY:**

To seek to operate in a way that provides benefits to society and the economy, minimizing damage to the environment.

To examine the economic, environmental and social consequences of his choices in terms of design, materials, construction, production, transportation, delivery service, operation, maintenance, recycling and disposal and how best to deal with these consequences.

• **DOCUMENTATION AND DETAILS:**

To have procedures for the identification, monitoring and understanding of the current Legislation and regulations and the additional requirements imposed by this Code.

To obtain, maintain and have at any time a valid business license in accordance with applicable Laws and regulations.

• **BUSINESS COMMITMENT:**

To adopt or install an administration system designed to ensure compliance with this Code and applicable Legislation and regulations.

To identify and mitigate the relevant operational risks and to facilitate the continuous improvement of its activities.

Date:
Stamp:

Signature / Name / Company