

Sustainable Supply Policy

Korozo Group strives to create sustainable value with its stakeholders. The company builds fair, impartial, transparent relations with all suppliers and business partners and aims to build long-term partnership with companies fulfilling supplier selection criteria.

The company monitors its suppliers' and business partners' compliance with environmental, social and ethical standards, takes the views of internal and external stakeholders into consideration and extends its sustainability approach to suppliers and subcontractors, thereby adopting a responsible supply chain approach and encourages others to be more sensitive on this matter. Korozo Group makes a supplier selection based on accessibility, proximity, product type and quality, price performance and supplier's corporate structure.

This policy was prepared in accordance with all national and international standards and legislation, UN Global Compact, Universal Declaration of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work and covers the basic rules of purchasing operations and expected behaviors from suppliers.

This policy applies to all suppliers and business partners of Korozo Group. All employees are responsible for the implementation of this policy and the Sustainability Committee, especially senior management, is responsible for its execution and oversight. The policy is reviewed annually and updated when necessary by the Sustainability Committee. All Korozo employees and managers act in accordance with this policy and provide information, guidance and follow-up to suppliers and business partners to ensure their compliance with this policy.

In line with this policy, Korozo Group expects the following from all its suppliers and business partners:

Regulations & Compliance

- Act in accordance with national and international legislations, Korozo Group's rules, policies and procedures for all activities and services,
- Share all documents during audits indicating compliance transparently when needed,
- Monitor national and international best practices and cooperate with Korozo Group to achieve targets,
- Take decisions ensuring economic sustainability without disregarding profitability while carrying out efforts to improve environmental and social performance through collaboration with suppliers.

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Ethics (Anti-bribery and Anti-corruption, Conflict of Interest)

- Do not offer or accept unlawful payments, donations, bribes, gifts or other improper benefits for commercial transactions carried out with Korozo Group. All suppliers must guarantee that they are not involved in any action contrary to anti-bribery/anti-corruption laws and/or regulations in the regions where they operate and strive to eliminate all forms of corruption, money laundering and bribery,
- Avoid any personal relationships that may lead to conflict of interest between suppliers and business partners,
- All Korozo Group employees and stakeholders are expected to abide by ethical rules. In this regard, all stakeholders are responsible for reporting non-compliances to the Ethics Hotline.

Occupational Health and Safety

- Take all necessary safety measures to provide a safe and healthy working environment, to minimize the risk of injuries and accidents, provide training and personal protective equipment to employees, report all accidents, near-misses and incident that can help improve occupational safety.

Environmental Protection

- Ensure constant improvement with regards to climate change, water management, waste management, biodiversity and environmental performance and reduce environmental impact,
- Take measures against industrial accidents and spills which may harm the environment and informs related public bodies and institutions in case of an incident.

Diversity, Equality and Inclusion

- Treat people fairly, without prejudice and equally in their operations regardless of race, color, sex, sexual orientation, gender identity or expression, religion, language, age, social or ethnic background, political views, disability, without direct or indirect discrimination on the basis of birth or acquired status.

Child Labor & Forced Labor

- Do not use “child labor” in their operations, avoid corporal punishment, violence or oppression to employees, do not impose forced or compulsory labor and combat slavery and human trafficking.

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Wage and Work Conditions

- Distribute wage fairly among employees,
- Comply with standards set by ILO and legislations in matters such as working hours, wage, and working allowances,
- Do not resort to systems such debt bondage,
- Comply with information security standards and related regulations, design and implement processes for the protection of personal data.

Employee Engagement:

- Respect employees' rights to unionize.
- Collect the views and suggestions of employees through employee representatives and promote the continuity of information exchange.

Career Management

- Give attention to having a workforce upholding the society and ethical values,
- Create processes which bring out the potential of employees considering each of them a talent and supports employees with a continuous training and development philosophy.

Effective as of 05.06.2023

Filip LENS
CEO

