

SUPPLIER CODE OF CONDUCT

UAB „Transimeksa“ and all of its subsidiaries (hereinafter collectively referred to as “Transimeksa”) are committed to honesty and integrity with respect to their entire business conduct towards employees, customers, suppliers, competitors and other stakeholders. Transimeksa has set forth important standards that are key for economic, social and environmental sustainability in order to ensure long term strategy of Transimeksa and its stakeholders.

Because of this, Transimeksa requires its suppliers, consultants, vendors, brokers, dealers, contractors, agents and other providers of goods and services to Transimeksa (hereinafter referred to as „Supplier“) including all affiliates, officers, employees, subcontractors, agents and intermediaries of Suppliers (hereinafter referred to as „ Representative of Supplier“) to adhere to the principles set out below and to use reasonable efforts to ensure that their own suppliers will also comply with these principles.

Compliance With Laws, Rules And Legal Regulations

The Supplier and Representative of Supplier will comply with all applicable laws and regulations in countries where they operate and will maintain a system to monitor compliance with such laws, rules and legal regulations.

Health And Safety

The Supplier and Representative of Supplier ensures that all employees operate in a safe and healthy work environment in compliance with applicable regulations. The Supplier must take adequate measures to prevent accidents and health damage resulting from, related to, or occurring during work, reasonably reducing the causes of risks inherent in the work environment to prevent and manage accidents, injuries and work-related illness. The Supplier ensures that all employees are adequately and periodically trained in workplace health and safety.

The Supplier ensures that all employees are provided with appropriate personal protective equipment based on a proper risk assessment, as well as access to clean healthcare services and drinking water, and, if applicable, clean areas for eating, resting, cooking, and food storage.

Prohibition Of Child Labor

The Supplier commits to follow all requirements of the Convention of the United Nations on the Rights of the Child and is strictly prohibits any child labor. The Supplier must implement a robust mechanism for verifying the age of employees and, in the case of the employment of a minor, remove them from the position, ensuring their reintegration in a protected environment.

Freedom Of Association

The Supplier respects the right of all employees to found unions at their free and own will or to join such and to jointly negotiate on the regulation of the wage and labor conditions. The Supplier respects the right of the employees to organize themselves at their free and own will and to jointly negotiate on the design of employment or business relationships. The Supplier may neither impede, nor prevent such legitimate activities.

Prohibition Of Forced Labor

The Supplier must ensure that all employees can freely choose their employment, and any form of forced labor and slavery is strictly prohibited. Employees cannot be subjected to degrading treatment, corporal punishment, or mental and/or physical

coercion. Employees are free to leave their workplace, and they cannot be required to work to repay debts to the company or third parties.

Prohibition Of Discrimination

The Supplier must not discriminate, exclude or have a certain preference for persons on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. The Supplier must ensure that all workers are treated with respect and dignity. No form of physical, psychological, verbal, sexual abuse, corporal punishment, or other forms of intimidation should be applied to them.

Environmental Protection

The Supplier represents that it will comply with all applicable laws regarding the environment, including in relation to waste disposal and the handling of hazardous and toxic materials. The Supplier commits to assess significant environmental impact of operations, and establish effective policies and procedures that reflect its environmental responsibility. Supplier will work to continuously improve its environmental performance by setting and then working toward quantifiable goals that reduce the environmental impact of its activities.

Anti-Corruption Compliance

The Supplier and Representative of Supplier will not offer to pay, pay, promise to pay, or authorize the payment of anything of value, and not give or offer any facilitating payments whether or not those payments may be considered lawful under the applicable anti-bribery laws to any officer, employee or any person acting for or on behalf of a government or an entity owned or controlled by a government, or of a public international organization; political party or their officials; or candidate for a political office in order to influence any act or decision of the public official either in his or her official capacity or in violation of that capacity, or to secure any other improper advantage.

Supply Chain

The Supplier shall use reasonable efforts to promote the principles stated in this Supplier Code of Conduct among its suppliers and to comply with the principles of non-discrimination with regard to supplier selection and treatment.

Declaration of the Supplier

We have received a copy of the Supplier Code of Conduct and hereby commit ourselves to comply with its principles and requirements.

We agree that any breach of the principles stipulated in this Supplier Code of conduct is considered a material breach of contract by supplier.

Name of Supplier: _____
Title: _____
Name, surname: _____
Date: _____
Place: _____