



Code of Conduct for Business Partners

Definition of Terms

In this document, the term “business partner” refers to all Estanc suppliers, subcontractors and service providers. All principles and requirements apply equally to all of them.

Purpose and Scope

Estanc aims to work only with business partners who share our ethical, social and environmental principles. This Code of Conduct defines expectations and obligations between Estanc and its business partners to ensure fair, responsible and sustainable cooperation. The Code sets out principles that support ethical and environmentally conscious operations and forms an integral part of all agreements between Estanc and its partners.

1. Employment Practices and Human Rights

Estanc expects its business partners to uphold human rights principles and provide a safe, respectful and fair working environment.

The business partner:

- does not use child labour or forced labour;
- complies with all applicable local and international labour laws;
- treats employees with dignity, fairness and equality;
- respects diversity and ensures equal opportunities regardless of gender, race, nationality, religion, sexual orientation or any other characteristic;
- provides a safe and healthy working environment for all employees;
- pays fair wages and ensures legally required working and rest hours.

2. Environmental Responsibility

Estanc values environmentally conscious and sustainable operations across the entire supply chain.

The business partner:

- operates in a manner that protects the environment and complies with environmental legislation;
- reduces environmental impact, including energy, water and material use;
- supports circular economy principles and waste reduction;
- develops and uses environmentally friendly technologies and processes where possible;
- takes responsibility for the environmental impact of products and services throughout their lifecycle.

3. Quality and Compliance

The business partner is responsible for the quality and safety of its products and services.

The business partner ensures that:

- products and services meet all applicable laws, standards and regulations;
- measures are in place to ensure safety and reliability throughout the supply chain;
- any non-conformities are addressed as quickly and transparently as possible.

4. Business Ethics and Anti-Corruption

Estanc values honesty and transparency in all business relationships.

The business partner is expected to:

- refrain from bribery, inappropriate gifts or benefits that may influence decisions or business relationships;
- avoid conflicts of interest that may compromise impartial decision-making;
- notify Estanc immediately if a conflict of interest arises or is suspected;
- comply with international trade and sanctions regulations.

5. Data Protection and Confidentiality

The business partner handles data responsibly and ensures confidentiality throughout cooperation.

The business partner:

- respects confidential information belonging to Estanc and its clients;
- uses data obtained during cooperation only for agreed purposes;
- complies with GDPR and local data protection regulations;
- maintains confidentiality even after cooperation ends.

6. Compliance and Monitoring

The business partner operates in accordance with this Code of Conduct and supports its continuous implementation. Estanc may conduct audits or assessments to verify compliance.

In case of violations, Estanc may:

- suspend or terminate cooperation if non-compliance remains unresolved;
- recommend or require corrective actions to resolve issues promptly.

7. Handling Non-Conformities

If the business partner or its employee notices a violation of this Code or unethical behaviour, it must be reported promptly to Estanc.

Estanc:

- supports individuals who report non-conformities and ensures no retaliation or discrimination;
- resolves professional and personal conflicts of interest openly and ethically;
- provides support and clarification when needed to ensure common understanding of the Code.

8. International Standards and Principles

This Code of Conduct is based on the following international standards and agreements:

- ISO 9001, ISO 14001, ISO 45001 and ISO 50001 standards;
- UN Universal Declaration of Human Rights;
- UN Guiding Principles on Business and Human Rights;
- ILO Conventions;
- UN Global Compact.