

Ref. Nr: PLI_2024_00006

Supplier Code of Conduct

Introduction

This Supplier Code of Conduct outlines the ethical standards and expectations for all suppliers engaged with ROMBAT. Our goal is to ensure that all procurement activities are conducted in a manner that is socially responsible, environmentally sustainable, and legally compliant. By adhering to this code, suppliers contribute to the integrity and success of our business relationships.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including but not limited to labor laws, environmental regulations, and health and safety standards.

- **Legal Compliance:** Suppliers shall adhere to all relevant legal requirements in their operations.
- **Regulatory Adherence:** Suppliers must stay informed about and comply with any changes in regulations that affect their business.

2. Ethical Business Practices

Suppliers are expected to conduct their business ethically and with integrity.

- **Anti-Corruption:** Suppliers must not engage in any form of bribery, corruption, extortion, or embezzlement.
- **Fair Competition:** Suppliers should compete fairly and comply with antitrust and competition laws.
- **Conflict of Interest:** Suppliers must avoid any conflict of interest in their dealings with ROMBAT.

3. Labor and Human Rights

Suppliers must uphold the highest standards of human rights and labor practices.

- **Child Labor:** Suppliers shall not employ children in violation of local child labor laws and international standards.
- **Forced Labor:** Suppliers must not engage in any form of forced, bonded, or indentured labor.
- **Non-Discrimination:** Suppliers must provide a workplace free of harassment and discrimination based on race, color, gender, nationality, religion, age, disability, sexual orientation, or any other protected characteristic.
- **Wages and Benefits:** Suppliers must pay fair wages that meet or exceed legal minimums and provide all legally mandated benefits.
- **Working Hours:** Suppliers must comply with applicable laws regarding working hours and overtime.

4. Health and Safety

Suppliers must ensure a safe and healthy working environment for their employees.

- **Workplace Safety:** Suppliers should implement appropriate measures to prevent accidents and injuries.
- **Emergency Preparedness:** Suppliers must be prepared for emergencies and have plans in place to protect employees and assets.
- **Health Standards:** Suppliers should provide access to adequate medical care and ensure the workplace meets health and safety standards.

5. Environmental Responsibility

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Suppliers must operate in an environmentally responsible and sustainable manner.

- **Environmental Compliance:** Suppliers must comply with all relevant environmental laws and regulations.
- **Sustainable Practices:** Suppliers should strive to minimize their environmental impact through sustainable practices, such as reducing waste, conserving resources, and reducing emissions.
- **Hazardous Materials:** Suppliers must manage hazardous materials safely and responsibly.

6. Quality and Continuous Improvement

Suppliers must maintain high standards of quality in their products and services.

- **Quality Assurance:** Suppliers should implement quality management systems to ensure products meet the required specifications and standards.
- **Continuous Improvement:** Suppliers should continually seek to improve their processes, products, and services.

7. Confidentiality and Intellectual Property

Suppliers must protect the confidentiality of ROMBAT information and respect intellectual property rights.

- **Confidential Information:** Suppliers must safeguard any confidential information shared by ROMBAT and use it only for its intended purpose.
- **Intellectual Property:** Suppliers must respect and protect ROMBAT's intellectual property and refrain from unauthorized use or disclosure.

8. Monitoring and Compliance

ROMBAT reserves the right to monitor and assess suppliers' compliance with this Code of Conduct.

- **Audits:** Suppliers must allow the ROMBAT team to conduct audits and inspections to verify compliance.
- **Corrective Actions:** Suppliers are expected to address any identified issues promptly and effectively.

9. Reporting and Whistleblowing

Suppliers should provide mechanisms for their employees to report concerns or violations of this Code of Conduct without fear of retaliation.

- **Reporting Mechanism:** Suppliers should have a confidential reporting system for employees to raise concerns.
- **Non-Retaliation:** Suppliers must protect whistleblowers from retaliation.

Conclusion:

ROMBAT values its relationships with suppliers and expects all suppliers to adhere to this Supplier Code of Conduct. By committing to these principles, suppliers help ensure a responsible and sustainable supply chain. Compliance with this code is a condition of doing business with ROMBAT.

For questions or concerns about this Supplier Code of Conduct, please contact Alexandru Szabo – Procurement Manager, alexandru.szabo@rombat.ro.

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