



# CODE OF CONDUCT

FOR SUPPLIERS

Fortis, as a printing house with an established position on the market, cooperating with reputable business entities, adopts this Code of Conduct for Suppliers (hereinafter referred to as the "Code") emphasizing its commitment to conduct business in a responsible and ethical manner. This Code reflects our commitment to maintaining high standards of ethics, social responsibility and environmental protection. It is an expression of our determination to continuously improve and build lasting value for all our stakeholders.



## GENERAL RULES

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- 1.1.** Suppliers are obliged to comply with all applicable legal provisions, including environmental protection, labor and anti-corruption.
- 1.2.** Suppliers are obliged to act transparently, honest and fair in all his business interactions.

## BUSINESS ETHICS

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- 4.1.** Suppliers are obliged to counteract corruption in all its forms, including bribery and nepotism.
- 4.2.** Suppliers should protect Fortis' confidential information and intellectual property and not engage in anti-competitive practices.

## WORK PRACTICES

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- 2.1.** Suppliers provide working conditions consistent with international ones labor standards, including the prohibition of forced and child labor, discrimination, and ensuring occupational health and safety.
- 2.2.** Suppliers are obliged to provide employees with fair remuneration and comply with working time standards.

## SUSTAINABLE DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY

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- 5.1.** Suppliers are encouraged to implement supportive practices sustainable development and corporate social responsibility, incl initiatives for local communities.

## ENVIRONMENTAL PROTECTION

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- 3.1.** Suppliers are obliged to minimize the negative impact of their activities on the environment, including managing carbon footprint, emissions, waste and water and energy consumption in a sustainable way.
- 3.2.** Suppliers should apply practices consistent with the principles circular economy, promoting recycling and reuse materials.

## MONITORING AND ENFORCEMENT

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- 6.1.** Fortis reserves the right to verify suppliers' compliance with the Code, including through audits and inspections.
- 6.2.** Non-compliance with the Code may result in action corrective measures, including termination of the contract.

## AT THE END

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Adoption and compliance with this Code by our suppliers is crucial to maintaining and developing relationships business based on trust, ethics and a shared commitment to social responsibility and environmental protection. Fortis is committed to cooperating and supporting suppliers in implementing the guidelines contained in the Code, striving for continuous improvement and building lasting value for all stakeholders.