



# PERUTNINA PTUJ GROUP BUSINESS PARTNER CODE

1 January 2021

LEGAL & CORPORATE COMPLIANCE DEPARTMENT

PERUTNINA PTUJ D.O.O.  
POTRČEVA CESTA 10, SI-2550 PTUJ

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Dear partners,

The company PERUTNINA PTUJ d.o.o. with all its subsidiaries (hereinafter: the Company) is committed to fair and credible business conduct towards employees, customers, suppliers, competitors and other stakeholders.

We have developed this Code to link all aspects of our interactions with business partners to the values of PERUTNINA PTUJ GROUP (from now on "PP GROUP"): the value of developing transparent and honest business, supporting local operating environment, innovation and cooperation. Our common success should be based on standards of openness and integrity, keeping promises and acknowledging mistakes.

We believe that a culture of integrity and decency produces more effective business development and is a necessary condition for success - companies, industries, countries.

We are always open to working with partners whose products and activities meet the highest standards of quality and safety, and the requirements of PP GROUP, which are often higher than the standard. This Code goes beyond industry norms and regulations. It must serve the dynamic transformation of the business around us - the transformation into a truly global business.

To ensure maximum fairness, most procurements are made by PP GROUP through open tenders and long-term, transparent partnerships. We recognize that business transformation takes time to implement, but we aim to work only with those who share our values, are willing to act transparently, and are constantly improving their operations. We adhere to the principles and standards that underlie this Code and expect the same treatment from each of our business partners.

The group is aware that legal and cultural requirements in the global marketplace differ. It expects its suppliers to act fairly, honestly and responsibly in all aspects of their business. The Code of Conduct for Suppliers (hereinafter referred to as the "Supplier Code") sets out key standards that are consistent with the Groups' values and which each of the company's suppliers must adhere to.

## **1. Validity**

The Business Partner Code applies to all suppliers, consultants, sellers, intermediaries, traders, distributors, contractors, agents and other providers of goods and services to the Company (hereinafter referred to as the "Supplier"). The Business Partner Code will apply indefinitely, but the Company reserves the right to change or terminate these rules, which it may do at any time and in any way, for any reason or no reason.

## **2. Compliance with the Business Partner Code**

The Supplier confirms and agrees to comply with the standards of the Business Partner Code, which is part of the business relationship between the Supplier and the Company, and which is obligatory for the Supplier. The Supplier will become acquainted with the business practices of his suppliers and subcontractors and require them to also comply with the Supplier Code (responsibility for the whole supplier chain).

## **3. Compliance with laws, rules and regulations**

The Supplier must comply with the applicable laws, rules and regulations of the countries, in which he operates, and at the same time he is obliged to monitor the compliance of his operations with laws, rules and regulations.

## 4. Respect for human rights

The Supplier undertakes to treat individuals with respect and fairness, while respecting fundamental human rights, and in particular to:

- Provide an environment free of retaliation, discrimination and harassment on the basis of gender, age, race, colour, ethnicity or nationality, national origin, religion or belief, physical or mental disorder, veteran status, sexual orientation or any other characteristic protected by applicable law;
- Respect the personal dignity, privacy and other rights of individuals;
- Comply with the ban on child and forced labour. The Supplier undertakes not to employ individuals under the age of 15 (or less if required by national law);
- Provide employees with fair pay, which is a subject to the statutory provisions on the minimum wage, and social benefits in accordance with applicable law, including the settlement of due obligations to their subcontractors within the statutory and contractual deadlines;
- Comply with legal provisions regarding the calculation and payment of social security contributions of employees and the relevant tax liabilities;
- Respect the working time limits, including overtime, in force in each country;
- Recognize employees' right to freedom of association and collective bargaining.

## 5. Compliance with antitrust and competition law

The Supplier will strictly comply with all antitrust, commercial and other laws, rules and regulations governing monopolies, unfair competition, restrictions on trade and competition, and relations with competitors and customers. The Supplier will not enter into agreements with competitors or other acts that would unfairly affect competitiveness, including (but not limited to) pricing or market sharing.

## 6. Conflict of interest

The Supplier will avoid and eliminate situations that would constitute a conflict of interest, which could negatively affect business relationships.

## 7. Fight against corruption

The Supplier shall comply with applicable anti - corruption laws and regulations, including regulations that regulate corruption beyond state borders.

The Supplier shall not commit or tolerate any form of corruption, bribery, theft, embezzlement, extortion or use of illegal payments, including, without exception, any payment or benefit granted to an individual, company or employee for the purpose of influencing the decision-making process.

The Supplier will never offer, give, demand or accept bribes, illegal payments, commissions, prizes, gifts, entertainment, services or other benefits in exchange for business opportunities that would be in any way related to the business activity of the Company.

## 8. Money laundering and terrorist financing

The Supplier will comply with applicable anti-money laundering and anti-terrorist financing legislation and take appropriate measures to prevent money laundering and terrorist financing.

## **9. Product safety, health and the environment**

The supplier undertakes to manufacture and deliver safe products for the Company and to provide a safe working environment where accident prevention measures are implemented and where employees are exposed as little as possible to risks that endanger their health.

The Supplier will act in accordance with the applicable legislation and regulations on environmental protection and protect natural resources and the environment to the best of his ability.

## **10. Protection of data, confidential information and intellectual property**

The Supplier will comply with applicable data protection legislation. The Supplier undertakes to keep all confidential business information or secrets, which he has been unacquainted with, of the Company's dealings (hereinafter "confidential information") strictly confidential, not to misuse them or disclose to third parties. At the same time the Supplier shall secure and protect the Company's intellectual property as confidential information.

## **11. Export and import regulations**

The Supplier shall comply with all applicable import and export control laws, including, without exception, sanctions, embargoes and other laws, regulations, government decrees and policies that regulate shipping or dispatching of goods and technology.

## **12. Violation of the Business Partner Code**

The provisions of this Business Partner Code are crucial to the business relationship between the Company and the Supplier. In the event that the Company finds that a breach of the Code has occurred on the part of the Supplier, it may, notwithstanding other contractual provisions between the parties, withdraw from the contractual cooperation without notice.

Suppliers are encouraged to report violations of the Business Partner Code to the telephone number intended for monitoring business compliance and the fight against corruption. Contact details are provided on the Company's website ([www.perutnina.com](http://www.perutnina.com)).

The Code is published on the Company's intranet and website and applies from January 1, 2021.