



TRANSGOURMET

Polska

Business Partner Code

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Transgourmet Polska Sp. z o.o.

A. Introduction

For Transgourmet Polska Sp. z o.o. ("Transgourmet"), respect for human rights, environmental protection and business integrity are the most important values and basic elements of corporate responsibility.

Transgourmet may implement the above only with the participation of its Business Partners, i.e.: natural persons, legal entities or other organizational units with whom Transgourmet maintains business relations and from whom Transgourmet purchases products, goods or services.

Code of Business Partner Transgourmet Polska Sp. z o.o. (hereinafter referred to as the "**Code**") defines the minimum standards to be observed by Transgourmet's Business Partners, as well as the requirements for cooperation between Transgourmet and the Business Partner.

The Code is based on national, EU and international standards of conduct, expressed i. a. in:

- United Nations (UN) conventions and guidelines,
- the rules of the Organisation for Economic Cooperation and Development (OECD),
- International Labour Organisation (ILO) conventions.

Transgourmet requires that Business Partners base their activities on the above mentioned standards and that they comply with them. Transgourmet is aware that achieving the standards set out in the Code is a dynamic process and requires business partners to continuously improve their processes within the scope of the Code, just as Transgourmet constantly optimizes its own processes.

B. Requirements for business partners

I. Social responsibility – human rights requirements

1. Exclusion of forced labour, slavery, slavery practices

Business Partner undertakes to prevent any form of forced labour, human trafficking and ensures the exclusion of any form of violation of the principles of social coexistence in business, such as slave practices, extreme economic exploitation, sexual abuse or humiliation, etc. and provides decent and safe working conditions.

2. Prohibition of child labour

Business Partner complies with the ILO Convention on the minimum age for child labour.

3. Remuneration and working hours

The applicable national legislation on working time and remuneration is respected by the Business Partner.

4. Health and safety at work

Business Partner ensures compliance with the applicable health and safety regulations of its employees in accordance with the laws of the place of employment.

5. Freedom of association

Business Partner respects the rights of employees to associate and co-decide in accordance with applicable law. The formation, joining in and membership of a trade union or other body representing workers shall not be used as a ground of discrimination, unequal treatment or retaliation.

6. Prohibition of discrimination

Business Partner creates a working environment within its enterprise in which any discrimination against employees is prohibited, e.g. on the grounds of national and ethnic origin, social origin, health condition, disability, sexual orientation, age, gender, political opinions, religion or ideology, without discrimination being lawful actions that constitute exceptions to the prohibition of discrimination.

II Environmental responsibility — environmental requirements

1. Resource consumption, avoiding environmental pollution

Business Partner strives for the economical use of natural resources and minimizes the impact of its business activity on the environment and actively implements environmental protection measures. Business partners are obliged to comply with national, EU and international environmental standards and regulations.

Business Partner should prefer environmental responsibility throughout the supply chain to avoid or continuously reduce environmental impacts, resource and energy consumption, greenhouse gas and air pollutants emissions, waste generation, to preserve biodiversity and promote the circular economy.

2. Climate protection

Transgourmet expects from the Business Partner an active climate policy aimed at reducing greenhouse gas emissions by increasing energy efficiency.

3. Animal welfare

Business Partner complies with the law on the protection and welfare of animals.

III. Honesty in business – ethical requirements

1. Fair competition

Business Partner shall refrain from misleading or aggressive business practices and shall comply with the requirements of applicable antitrust and competition laws. In particular, the Business Partner does not participate in agreements with competitors that violate antitrust laws and does not use a market advantage, excludes and refrains from any anti-competitive business practices.

2. Honesty/bribery, benefits

Business Partner ensures compliance with the UN and OECD anti-corruption conventions and relevant anti-corruption laws and applies a zero-tolerance policy in respect of all forms of bribery, corruption, extortion and embezzlement.

Business Partner strives to avoid conflicts of interest that may affect the business relationship with Transgourmet and undertakes to disclose them immediately and fully to Transgourmet.

4. Anti-money laundering and countering the financing of terrorism

Business Partner ensures compliance with applicable legal obligations in the field of anti-money laundering and terrorist financing.

5. Data protection and privacy

Business Partner protects personal data and complies with applicable laws.

6. Whistleblower protection

Business Partner shall implement a whistleblowing system in accordance with the requirements of Directive (EU) 2019/1937 or the relevant national legislation implementing the Directive into national legislation.

C. Reporting Code Violations

An employee of the Business Partner who notices or becomes aware of a case or suspected violation of the Code by a Business Partner is obliged to report the above to Transgourmet. In the case of an oral report, the receiving person is obliged to make a written note. The notification may also be made in writing directly to the Management Board of Transgourmet or by e-mail: zgloszenia@selgros.pl and via an external independent portal at: <https://www.whistle-blow.org/transgourmet>

Transgourmet ensures the anonymity of the person reporting the infringement on the part of the persons receiving the report and all others who have become aware of this information in connection with the report.

The reporting person (whistleblower) is protected against punitive actions, discrimination or other types of unfair treatment because of the notification.

3. Conflict of interest