

SUPPLIER CODE OF CONDUCT

MIV d.d. Metalska ulica 2, Varaždin

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Introduction

MIV d.d. constantly strives to achieve the best possible results in the field of safety and health at work, environmental protection and quality management. In particular, we support universal principles in the areas of ethics, employment and labor, occupational safety and health, environmental protection and biodiversity, quality and related leadership and management systems. Accordingly, we have the responsibility to apply the principles of sustainable development in our daily business.

We expect all our suppliers to adhere to identical standards, therefore we have prepared a supplier code of conduct by which MIV d.d. establishes minimum standards for dealing with suppliers. These are the obligations and rules that MIV d.d. must fulfill towards its partners, and we expect the same level of business from our suppliers.

The rules defined through this code are an essential part of the selection and assessment of suppliers.

Failure to comply with the rules described in this code constitutes a particular breach of contract by the supplier.

In general

The supplier must take into account all laws that apply to his business. In its work, the supplier must adhere to the principles of the United Nations Organization on Business and Human Rights, the United Nations General Declaration on Human Rights, the International Labor Organization's Declaration on Basic Principles and Rights at Work from 1998, act in accordance with national law, and in particular must comply with the requirements that are specifically defined in this code.

In doing business, it reasonably takes into account the provisions of the MIV d.d. Code, the MIV d.d. Supplier Code of Conduct, which are available on the MIV d.d. website.

The supplier must ensure that, in addition to complying with all requirements that the supplier is obliged to comply with under this code, it also obliges all suppliers within its supply chain.

The supplier is obliged to keep all documentation related to the legal work with the client and in connection with the goods delivered to the client for another 10 years from the delivery of the goods, unless otherwise specified.

Ethics and legislation

The supplier is obliged to strictly adhere to all national and international standards for the prevention of bribery, as well as to respect applicable laws, regulations and anti-corruption standards.

The supplier is obliged to provide conditions and business control that does not allow any corruption, giving or receiving bribes, or any other illegal practices in the field of business. The supplier, when performing his activity, during official or unofficial communication, is expressly prohibited from demanding, receiving, offering or giving any unjustified benefits, or acting contrary to moral, cultural or business norms.

The supplier is obliged to comply with all valid trade and import laws and regulations, including sanctions and embargoes that apply to the current activity. The supplier is obliged to provide the customs service and other competent authorities with correct and true information.

During the performance of its activity and actions related to it, the supplier is obliged to act in accordance with the principles of fair competition and adhere to current legislative guidelines in the field of competition protection.

Suspicion of a possible conflict of interest exists when an individual or a group of persons has a private/personal interest that can (in)directly influence objective decision-making (e.g. private relationships, public or hidden partnership, various forms of cooperation, investments, etc.) The supplier is obliged to openly present all possible or potential cases that could represent a risk of conflict of interests of persons employed in the company MIV d.d.

The supplier should set up and manage a system that enables the reporting of inappropriate and illegal practices in all areas of its business, as well as the protection of the person who reported the illegal situation.

The supplier is also obliged to report any situation in which he found an employee of MIV d.d. in the performance of inappropriate practices, which includes but is not limited to a criminal offense, endangering the health and safety of an individual or property, damage to the environment, non-compliance with legal obligations, unprofessional behavior.

The supplier is obliged to ensure that the goods delivered to MIV d.d. do not contain elements originating from sanctioned sources, i.e. sources that directly or indirectly finance groups that cause or encourage human rights violations in any form.

Employment and work

The supplier is obliged to provide employees with the protection of all human rights, as well as their privacy.

The supplier is obliged to prevent any form of child labor or exploitation of children in accordance with the applicable laws and labor standards of the International Labor Organization (ILO Convention No. 138 and No. 182).

The supplier may not employ persons younger than the legal age limit for employment in the state.

The supplier must not use any form of forced, compulsory or involuntary work, and have direct control or supervision over the personal documents of its employees.

The supplier is obliged to provide open, transparent and free employment where workers are not obliged to pay compensation or other obligations related to the acquisition of employment, there is no discrimination based on gender, national, racial or religious affiliation.

The supplier is obliged to have a clear and publicly announced disciplinary policy and procedures, and to strictly prohibit any form of psychological and physical punishment or coercion.

The supplier is obliged to comply with legal regulations and appropriate industry standards regarding wages and benefits. Salary and benefits must be provided in a timely manner, and the principle of equal pay for work of equal value is encouraged.

The supplier is obliged to monitor and organize the work in accordance with the applicable laws and standards of the International Labor Organization.

In accordance with the applicable legal regulations, the supplier is obliged to ensure respect for the right of its employees to freedom of association, membership in trade unions, membership in the representative body of employees and participation in the negotiation of a collective agreement. Employees must be free to choose whether to join a trade union/representative body of workers at their own discretion and must not be subjected to forms of coercion or intimidation.

The supplier is obliged to provide a working environment that encourages the diversity of its employees, and discourages any form of discrimination, harassment and abuse. Discrimination based on gender, age, race, disability, religious, national or sexual orientation is not allowed.

Safety at Work

The supplier is obliged to ensure the appropriate legal conditions for the protection of people's health and their safety at the workplace in order to minimize the possibility of injuries and occupational diseases.

Given the known and possible risks, the supplier is obliged to protect its employees, as well as other contractors participating in the work process, from chemical, biological and physical hazards.

The supplier is obliged to provide a control system, safe work procedures, proper maintenance and necessary technical protection measures to reduce health and safety risks at the workplace, as well as prevent accidents and occupational diseases.

The supplier must have a system for reporting incidents and a system for performing corrective measures.

The supplier must provide its employees with all necessary personal protective equipment.

The supplier must prescribe, train and require all its employees to strictly comply with the regulations in the field of safety and security at work.

Protection of the environment and biological diversity

The supplier is obliged to comply with all applicable laws, regulations and standards related to environmental protection, and must also apply an effective system for identifying and eliminating potential environmental risks. In case the supplier has an environmental permit, he must act in accordance with the obtained permit.

The supplier is obliged to ensure safe handling, storage, transport, disposal, recycling, reuse and waste management in accordance with regulations. If the activity of the supplier can have a negative impact on the environment, it must have a plan for reducing negative impacts - such as reducing air emissions, preventing water pollution, reducing noise, reducing the amount of waste, recycling waste and reducing other negative impacts. It must also have a system for managing, measuring and monitoring the harmful impact on the environment.

The supplier is obliged to use natural resources in an economical way and to encourage the use of internationally accepted standards of sustainability, environmental protection and biological diversity.

The supplier is obliged to take care of environmental protection by reducing greenhouse gas emissions, increasing energy efficiency, limiting energy losses and using renewable energy sources wherever possible.

Quality

The supplier is obliged to fulfill agreed and generally recognized industrial quality standards or contractually agreed requirements and quality standards for the provision of products and services that meet the needs of MIV d.d. that is, our customers and which are safe for their intended use.

The supplier is obliged to promptly resolve all problems that may negatively affect the quality of goods or services.

The supplier is obliged to inform MIV d.d. immediately with all changes in the production or delivery process, which could affect the specification of delivered products and services.

The supplier guarantees the quality of the ordered goods, regardless of whether they are manufactured or resold by the supplier.

The supplier guarantees that all delivered goods and their parts are original and is obliged to deliver the ordered goods in accordance with the contract and all attached documentation (especially plans and technical descriptions of the goods) and in accordance with international, national and technical standards.

The goods must have the usual characteristics and characteristics for which the parties have specifically agreed and must correspond to the standard characteristics of the supplier's goods.

If the supplier knows for what purpose the customer will use the goods, the goods must also have characteristics for known use. (e.g. nuclear power plant)

The supplier may not make any changes to the goods or product without the prior written consent of MIV d.d.

The supplier must have an established system for identifying non-compliant products or goods, in such a way that products that do not meet MIV quality requirements are not delivered.

The supplier must also have an established document management system in such a way as to ensure the application of the latest valid MIV d.d. technical specification.

The supplier must ensure that its employees are aware of their responsibility for the quality and conformity of goods and services.

MIV d.d. may, with prior notice, conduct an audit at the supplier's premises. If during the audit, irregularities are found at the supplier, the supplier is obliged to correct them without delay. If even after a warning from MIV d.d. irregularities are not removed, MIV d.d. may cancel the Contract.

The supplier is obliged to provide MIV d.d., our clients and regulatory authorities with access to applicable plant areas and applicable documented information at all levels of the supply chain.

In case of established non-conformities of the delivered product or service, the supplier must fill out the "8D report" and, within the agreed deadline, take corrective measures, actions and the like in order to eliminate the non-conformities.

In order to ensure quality, the supplier must maintain a traceability system from the raw material to the final product.

Data protection and privacy

The supplier is obliged to respect and protect the personality of employees and other stakeholders of the business process, and takes into account and protects the privacy of employees and other stakeholders of MIV d.d.

The supplier is obliged to take into account all relevant laws on the protection of personal data, intellectual rights, trade secrets and act in accordance with them.

The supplier is obliged to adhere to the applicable legal regulations related to the collection, processing, forwarding and use of personal data.

The supplier must protect the confidential information and intellectual property rights of MIV d.d. and other business partners and use them in an appropriate and responsible manner.

The supplier may publicly use the name and logo of MIV d.d. only with the prior written consent of the responsible person MIV d.d.

The supplier is obliged to ensure proper management of its information systems containing confidential information or data and to protect them from unauthorized access, use, disclosure, modification or destruction.

If the supplier, due to the nature of his business activities, has access to confidential information that represents MIV d.d.'s internal information, it is strictly forbidden to use it for the direct or indirect acquisition or disposal of the securities of the issuer to which this information relates, or for the recipient's own account, or for the account other persons, or for any other form of self-interest, i.e. to the detriment of MIV d.d.

The supplier is also obliged, if applicable, to respect and implement all the provisions of the General Data Protection Regulation (EU) 679/2016, at least at the level at which MIV d.d. works.

FIELD OF APPLICATION

This Supplier Code of Conduct will apply to the legal entity of the supplier, but also to other companies from the supplier group, companies associated with it (Supsidiaries and Affiliates) and all its suppliers and subcontractors.

STATEMENT OF THE SUPPLIER

I, the undersigned, declare that I am an authorized representative of the company defined below, that I have thoroughly reviewed and understood the content of the above-mentioned document, and I confirm that the undersigned company (supplier) fully complies with the Code of Conduct for MIV d.d. suppliers.

Company name (supplier):

Name of the responsible person of the company:

Place and date:

Signature and stamp: