



SUPPLIER CODE OF CONDUCT

SIA "DIŽOZOLS PLUS" has created this Supplier Code of Conduct ("Supplier Code") to provide guidance regarding our supplier conduct expectations. We require our suppliers to read, agree to, and comply with the Supplier Code while doing business with our Company. We expect SIA "DIŽOZOLS PLUS" suppliers to adhere to all laws, regulations, and other legal requirements that apply to their business.

1. **Equal Opportunities and Non-discrimination.** We treat everyone in our work environment with respect and do not tolerate any form of discrimination. We expect our suppliers to never subject their employees to unfair treatment or discrimination, particularly based on race, skin color, gender, age, disability, religious or political beliefs, national or social origin, or sexual orientation.
2. **Labor laws and human rights.** SIA "DIŽOZOLS PLUS" adheres to the regulations stipulated in the national legislation. The Supplier ensures that its employees receive appropriate and timely remuneration for the work performed, which is not less than the minimum prescribed by the regulatory acts. Under no circumstances is forced labor used, and children younger than the minimum age set by the state in regulatory acts are employed.
3. **Fair Competition.** SIA "DIŽOZOLS PLUS" supports the fair and equitable trade and investment. We expect our suppliers to behave in a manner consistent with ours and strictly prohibit any anti-competitive or abusive market dominance or collusion against competitors, and to comply with applicable antitrust laws and regulations.
4. **Conflicts of Interest.** We expect SIA "DIŽOZOLS PLUS" suppliers to avoid situations that may involve or appear to involve a conflict between personal interests and their responsibilities to SIA "DIŽOZOLS PLUS" and avoid taking part in or seek to influence any decision under circumstances that could give rise to an actual or perceived conflict of interest. We expect that if a supplier becomes aware of a potential conflict of interest, the supplier will notify SIA "DIŽOZOLS PLUS" immediately.
5. **Prevention of Corruption.** SIA "DIŽOZOLS PLUS" upholds the principle of fairness in every business transaction. Any form of extortion, bribery, and/or corruption, including the offering or acceptance of bribes, material benefits, assets, or any other illegitimate advantage to employees, business partners, state and local government institutions, or any other individuals, is strictly prohibited.
6. **Sanctions.** SIA "DIŽOZOLS PLUS" expects that its suppliers will comply with all EU sanctions, as well as all regulations relating to the transfer of goods, services and information across national borders. Data Privacy. We expect our suppliers to comply with all applicable data privacy laws.
7. **Data protection.** We expect that the suppliers of SIA "DIŽOZOLS PLUS" comply with all applicable laws relating to the protection of personal data.
8. **Protecting Company Confidential Information.** We expect that SIA "DIŽOZOLS PLUS" suppliers who have received or have access to SIA "DIŽOZOLS PLUS" proprietary information will safeguard it with the utmost care and prudence and take all necessary precautions to avoid inadvertent disclosure.

SIA "DIŽOZOLS PLUS" expects its suppliers to report any witnessed or suspected wrongdoing or misconduct relating to their work for SIA "DIŽOZOLS PLUS" by sending e-mail to etika@dizozols.lv