

## Code of Conduct for Partners

We are an entrepreneurial organization, committed to maintain a sustainable business. What we value most are long-term partnerships for positive synergies and mutual growth, conducted with a high degree of social responsibility in the areas of human rights, environment and anti-corruption. Our understanding of sustainability starts with setting our company values and is described in our main principles and approach of doing business.

The main principles that guide our operations and activity with our Partners are described in this Code of Conduct for Partners.

"Partners" are all external companies that provide to us any kind of service and/or goods.

"We" are all companies in the GOPET GROUP: GOPET TRANS, GOPET ROMANIA, GOPET POLAND, GOPET TRANS HELLAS, GOPET TRANS IBERICA.

### 1. Respect of Human Rights

We expect from our Partners to support and respect the protection of commonly adopted human rights within the areas of their activity. That means, as minimum demands, to treat employees with dignity and respect, to stand against and do not allow any kind of human right abuses. Our Partners should not allow any form of discrimination, any form of forced and compulsory labor, child labor.

### 2. Working environment. Health and Safety

We expect our Partners to provide a safe and healthy working environment, at least according to the existing applicable laws. Our Partners should provide employees with information, protective equipment and any training they require to perform their jobs safely. We expect our Partners to support the wellbeing of the employees in their organizations.

Our Partners have to perform their activities in accordance with applicable laws and regulations related to their business and countries wherever they operate, in particular but not limited to regulations of international trade, transport and logistic, local commercial regulations, safety and security regulations, customs regulations. Our Partners are expected to stand against and take preventive measure against any form of illegal actions, such as but not limited to smuggling of goods and/or people.

### 3. Attention to environment

Our Partners have to respect existing environmental standards and commit to sustainable management of resources and environmental protection. We expect our Partners to support our efforts, aiming to improve energy efficiency and achieve lower carbon emissions, as a result of our common business activity.

### 4. Business ethics and corruption

Our Partners should act honestly, responsibly, respectfully and demonstrate fair play in all their relations. We go for zero tolerance approach to corruption and expect our Partners to commit to this approach. Our Partners have to refrain from and reject any form of bribery, corruption or money laundering. Our Partners should avoid conflict of interest that may lead to risk of corruption.

In connection with their activities, our Partners may accept and/or give invitations, gifts or any other form of benefits, only if they are appropriate and within the size and frame of commonly adopted business practices.

Our Partners should not offer to any GOPET employee the benefits listed hereunder:

- Cash;
- Direct or indirect loans and warranties in any form of tangible and/or intangible assets;
- Personal favors;
- Hospitality in the form of free hotel rooms or other type of accommodation;
- Shares in any company or group of companies, owned by the Partner;
- Gifts or entertainment of any kind, except promotional items that have no or have limited commercial value (such as material objects and / or food products at max. value of 100 euro), business lunches / dinners for values exceeding commonly adopted business practices.

The benefits listed above describe the most common forms of corruption and it is not to be taken as exhaustive. We reserve the right to interpret in this context any others, not listed here as forms of corruption.

We expect our Partners to inform us about any attempt or request of our staff to get personal benefits and / or benefits that are contrary to commonly adopted ethical standards.

Non-observance of any of the principles described above is considered to be a deliberately violation of this Code of Conduct and gives us a right to stop any further collaboration with a Partner.

## 5. Protection of confidential information

We expect our Partners to treat as confidential all the information stated in our written business agreements and all additional information verbal or written, exchanged during our cooperation, except the one that can be freely obtained from public sources. The confidentiality is expected to be observed for at least 1 year after the cooperation termination.

We expect that our Partners will control and protect this information as their own and will use it only within the appropriate scope and in accordance with the existing laws.

## 6. Open communication

We have an "open door" policy and welcome Partners' comments or questions regarding this Code of Conduct. We encourage our Partners to report anything they may consider as misconduct or violation of this Code. Messages can be sent at the following email address – [ethics@gopettrans.com](mailto:ethics@gopettrans.com). All communications received will be handled as confidentially as possible.