

Unitary Enterprise “A1” Code of Conduct for Supplier

1. General

UE “A1” is committed to conducting business honestly, fairly and transparently. As a matter of course, UE “A1” complies with all applicable laws and principles of business ethics. UE “A1” also expects from its suppliers to behave with legal compliance and integrity in accordance with the A1 Code of Conduct ([Code of Conduct](#)).

2. Labour Rights and Working Conditions

Contractor accepting the terms of UE “A1” Code of Conduct for Supplier shall ensure that in connection with the performance of this contract all regulations of labour legislation regarding the rights of workers and their working environment (minimum standards such as compliance with human rights, prohibition of child labor and forced labor, appropriate remuneration etc.) are adhered to.

3. Fair Dealing and Avoidance of Conflict of Interest

Contractor accepting the terms of UE “A1” Code of Conduct for Supplier confirms that there are no intermediaries who gain a personal advantage and/or pecuniary benefit etc. in connection with the conclusion of the contract with UE “A1”.

Contractor shall avoid any situations that suggest conflict of interest towards UE “A1” and further commits to refrain from any actions which could cause any harm to UE “A1”, in particular any actions which could cause harm to its reputation.

4. Legal Compliance - Prohibition of Corruption and Bribery

Contractor warrants complying with all applicable legislation.

UE “A1” does not accept any corruption and bribery. In particular, Contractor must not demand, offer, or grant any undue advantages – if against moral standards or other benefits.

The violation of the provisions of this Code of Conduct leads to early termination of a contract with the supplier. UE “A1” has the right in unilateral extrajudicial way refuse the fulfillment of the contract. In case of such refusal the contract is considered as terminated from the moment indicated in the correspondent notification from UE “A1”. In this case UE “A1” has the right to claim damages. The Contractor shall be liable vis-à-vis UE “A1” for any disadvantages and shall bear all additional costs which may incur in connection with such termination due to the default of the Contractor.