

BUSINESS PARTNER CODE OF CONDUCT

Our company complies with the laws, regulations and high standards of work in its business activities. We require our Business Partners to comply with them, as well. This “Alpha’s Technology Business Partner Code of Conduct” sets out the basic rules for the behaviour of Business Partners towards their employees and subcontractors.

1. The Business Partner is obliged to act in compliance with all applicable laws, rules and regulations related to various permits, work, wages, health and safety of employees, the environment and other relevant legal regulations. The Business Partner confirms that he treats all his employees fairly, with respect and dignity.
2. The Business Partner undertakes not to discriminate against any of its employees in terms of employment, including employment, wage setting, employee benefits, promotions, discipline, termination and retirement, due to gender, race, colour, religion, age, disability, sexual orientation, motherhood, marital status, nationality, political opinion, union affiliation, ethnic or social origin.
3. The Business Partners are absolutely required not to use:
 - 1) any type of forced or compulsory labour.
 - 2) to any extent the work of person who, under applicable law, have not reached the national minimum age for economic activity.
4. The Business Partner undertakes to comply with the national legislation on working time, remuneration and other employee benefits to which the employees are entitled.
5. The Business Partner shall ensure, that the right of employees to freedom of association is protected, in accordance with national law.
6. The Business Partner shall ensure compliance with the laws resulting from national regulations in the field of health and safety, as well as regulations and standards set out in Convention No. 155 concerning health and safety of workers and the working environment, prepared by the General Conference of the International Labour Organization.
7. The Business Partner should comply with international laws and regulations regarding anti-corruption standards, in particular those developed in the UN Global Compact and in national regulations.
8. The Business Partner undertakes to take rational measures to comply with international standards regarding climate and environmental protection, and undertakes to refrain from using materials and substances, that may pollute the natural environment.

I hereby, acting on behalf of the Business Partner, confirm my consent to the above obligation by signing below.

For _____ with its registered office located in _____:

Represented by:

Name: _____

Title: _____

_____ signature