Code of Conduct
for suppliers and subcontractors

Prista Oil is a leading company that develops, manufactures and implements products and solutions that add value to our customers and society.

The company is committed to achieving the highest standards of social and environmental responsibility, as well as ethical behavior throughout the supply chain.

Compliance with legislation is fundamental to Prista Oil. In this regard, we expect our suppliers and subcontractors to adhere to all applicable rules and regulations as well as the high ethical and moral standards that this Code of Conduct sets forth.



HUMAN AND LABOUR RIGHTS

Prista Oil expects its suppliers and subcontractors to apply relevant standards, international regulations, the International Bill of Human Rights, the core conventions of the International Labour Organization and the UN Guiding Principles on Business and Human Rights.

Suppliers and subcontractors should protect human rights within their own organizations and demand the same down the supply chain.

It is the company's goal to succeed in requiring its suppliers, throughout the supply chain, to uphold the following principles:

1. No child labour

Our suppliers and subcontractors will not use or tolerate the use of child labour. **Child labour in any form (according to ILO Convention 182) is strictly prohibited!**

2. No forced labour

We do not accept the participation or use of forced labour, human trafficking, any form of enslavement or other similar practices which include, but are not limited to: abuse of vulnerability, deception, restraint, isolation, physical and sexual abuse, intimidation and threats, withholding of identity documents, wage garnishment, debt bondage, abusive working and living conditions, excessive overtime and any other forms of coercion.

Suppliers and subcontractors should exercise control to prevent the risk of torture and cruelty, threat to life, inhuman or degrading treatment of their employees.

3. No discrimination

Employees must be treated equally, fairly and with respect regardless of race, gender, age, nationality, disability, religion, sexual orientation, union membership or political affiliation. Local communities and minorities must be respected. All employees must be given equal opportunity and pay for work of equal value without distinction.

4. No harsh or inhumane treatment

Suppliers and subcontractors shall ensure that physical violence, threats of physical abuse, psychological, sexual or other harassment, verbal abuse or other forms of intimidation are prohibited in their organisations and supply chains.

5. Freedom of association

Suppliers and subcontractors shall respect the right of all employees to form and join trade unions of their choice and to bargain collectively, in accordance with applicable local or national law. Official representatives of these unions should have access to union members and their workplaces and should not be subject to discrimination.

6. Fair pay and benefits

Wages and other related benefits will meet what is prescribed as a minimum by applicable local law and meet the minimum industry standard in the country.

7. Working time

Suppliers and subcontractors should implement time and attendance systems in accordance with applicable legislation and industry standard in each country.

8. Right to land

Suppliers and subcontractors shall ensure the prohibition of unlawful eviction and the prohibition of unlawful taking of land, forests and water in the acquisition, development or other use of land, forests and water.

9. Grievance system

The Company has established and maintains a Secure Reporting Channel. It can be used to report supply chain related violations – hotline@prista-oil.bg. An employee operating the channel initiates an investigation and, if necessary, refers the report to a competent person or entity. All alerts, including anonymous alerts, will be investigated and the sender will be notified of the action taken within a reasonable time.

Whistleblower protection is guaranteed.

Suppliers and subcontractors are expected to provide a complaint mechanism comparable to this Code that allows breaches to be reported in a secure and confidential manner and with the option for whistleblowers to remain anonymous.

HEALTH AND SAFETY

All employees of suppliers and subcontractors of Prista Oil must be provided with safe and healthy workplaces. This includes necessary safety standards in the provision and maintenance of the workplace, workstation and work equipment, appropriate protective equipment and measures to prevent exposure to chemical, physical or biological substances, measures to prevent excessive physical and mental fatigue - specifically through inadequate work organisation in terms of working hours and breaks - and appropriate employee training and instruction.

Employees of suppliers and subcontractors must be provided with access to food, clothing, clean drinking water and sanitary facilities at the workplace, as well as access to adequate housing (if provided by the employer). Suppliers and subcontractors are required to ensure compliance with occupational health and safety legislation and regulations, and emergency preparedness plans and procedures.

It is our company's aim - that responsibility for health and safety is clearly defined and managed by qualified personnel.



ENVIRONMENT

Suppliers and subcontractors are expected to contribute to environmentally sustainable development by continuously reducing the environmental impacts of their own organisations, including impacts on biodiversity.

1. Permits

Suppliers and subcontractors shall have and maintain valid all required environmental permits and other approvals for their own organizations.

2. Environmental impact

Prista Oil expects its suppliers and subcontractors to assess, track and report environmental impacts, including raw materials, energy, water, land use, emissions and waste.

Prista Oil expects continuous improvement from its partners in order to reduce negative environmental impacts over time, including soil alteration, water pollution, air pollution, noise emissions and excessive water consumption that results from their operations.

Suppliers and subcontractors will strive to improve the circular economy principle in their business models, product design and operations, including the use of recyclable materials and designing products to be recyclable or repairable.

3. Material conformity

Prista Oil is committed to manufacturing products that are free from "Conflict Raw Materials" and to comply with related legal requirements and relevant international norms and standards. Suppliers and subcontractors shall ensure that all goods they supply to Prista Oil will always comply with the latest applicable laws and regulations regarding the prohibition and restriction of harmful substances.

4. Greenhouse gas reduction

Prista Oil is committed to measuring and reducing greenhouse gas impacts throughout the supply chain. Prista Oil aims to achieve zero GHG emissions - by 2050 from its own operations and by 2070 for the entire supply chain.

The company expects its suppliers and subcontractors to measure and report the GHG impacts from their own activities (Scope 1 and 2) and subsequently the GHG impacts from their respective suppliers (Scope 3) and other significant activities. Prista Oil expects to develop and implement plans to systematically reduce these impacts over time.



ETHICS AND COMPLIANCE

Prista Oil's suppliers and subcontractors must comply with all applicable laws and regulations and conduct their business in every aspect in a transparent, honest and ethical manner.

In order to maintain high human and moral values, Prista Oil may investigate suspected ethical violations and alleged misconduct, and take appropriate responsive action. Such actions may include termination of the business relationship.

1. Fight against corruption

Suppliers and subcontractors shall comply with all applicable anti-corruption laws and regulations of the countries in which they operate. Any form of corruption, bribery, kickbacks and gratification is strictly prohibited.

All forms of compensation from suppliers and subcontractors of Prista Oil must only refer to justified products or services, and be transparently documented.

Situations that may create a conflict of interest or the appearance of a conflict of interest with Prista Oil will be avoided and reported when necessary.

Gifts and services as elements of hospitality will adhere to local law and may not exceed local practices and customs.

2. Fight against fraud

Prista Oil has a zero tolerance policy for any type of fraudulent or dishonest conduct, which includes, but is not limited to, falsified or forged statements, certificates and other documents or information in connection with Prista Oil's business activities.

3. Fight against money laundering

Suppliers and subcontractors should comply with all applicable laws and regulations relating to the prevention of money laundering in the countries in which they operate.

4. Competition protection

Prista Oil is an advocate for free and fair trade, striving for an open market and ethical conditions under the rules of the legal framework. Suppliers and subcontractors shall comply with all applicable laws and regulations pertaining to fair trade, competition and antitrust.

5. Protection of confidential information and personal data

The processing of personal data, including the collection, storage, use and transfer of personal data must adhere to applicable local law. The personal data of employees, customers or other stakeholders of Prista Oil should be processed in accordance with the agreement with the supplier, and the data processing agreement with Prista Oil.

6. Sanctions and export control

Prista Oil's business partners shall comply with all applicable export control laws, regulations and penalties.

7. Intellectual property rights

Suppliers and subcontractors will respect the intellectual property rights of Prista Oil and in general.



CERTIFICATION TO INTERNATIONAL STANDARDS

Committed to continuously improving the areas covered by this Code of Conduct, Prista Oil is certified to international standards for quality management, environment and safe working conditions.

Prista Oil may require its suppliers and subcontractors to meet the following international standards, as outlined in this Code of Conduct:

- ISO 9001: Quality Management System;
- ISO 14001: Environmental Management System;
- ISO 45001: Occupational Health and Safety Management System

TRAINING AND COMMUNICATION

Suppliers and subcontractors should make their employees aware of this Code of Conduct and conduct training to ensure effective compliance.

CODE OF CONDUCT COMPLIANCE MONITORING

Prista Oil uses various methods to monitor and evaluate its business partners and their compliance with the principles of the Prista Oil Code of Conduct. Compliance with the principles is based on mutual trust. However, Prista Oil may commission a third party or conduct its own previously announced or unannounced audits, request supplier self-assessment, and periodically request information or data related to supplier and subcontractor conduct and performance..

NON-COMPLIANCE WITH THE CODE OF CONDUCT PRINCIPLES

Prista Oil will decide to terminate business relationships with those suppliers or subcontractors who violate the principles and standards set forth in this Code or refuse to take actions necessary to comply with it.

CONCLUSION

The Code of Conduct discloses the principles of Prista Oil, outlining key responsibilities to customers, distributors, suppliers, employees, shareholders, society and the environment. The Code of Conduct defines the essence of the company. These are the skills, attitudes and mindset of how we behave when interacting with our business partners.

Reflecting our image - a symbol of a high quality brand, Prista Oil's suppliers and subcontractors play an important role in our customer satisfaction chain.



As a result, we expect our suppliers and subcontractors to demonstrate the same high ethical standards as Prista Oil. Also, to apply a similar Code of Conduct to their suppliers and subcontractors.

Defending this Code is our shared responsibility!

31.01.2024

Ruse