

ONGROUP KFT



SUPPLIER CODE OF CONDUCT

2025.



1. FOREWORD

Ongropack Ltd. (Company) has more than 30 years of professional experience and has become one of the most significant PVC processors in the region. We offer high-quality innovative products to many sectors, such as the pharmaceutical, food, construction and advertising industries, in accordance with the strictest industry standards.

Our company, as a responsible company, is committed to complying with and enforcing the rules and regulations in accordance with all applicable domestic and international laws.

Our company's core values, such as respect, commitment, loyalty, efficiency and teamwork, are reflected in all our decisions and activities.

We operate in accordance with the highest ethical standards and principles of fair business practice, taking into account transparency, cooperation and openness. We reject all forms of corruption and ensure maximum respect for the rights of our employees and business partners.

We expect this mindset and action from our suppliers, subcontractors and all our business partners.

At our company, we work to minimize the negative social and environmental impacts of our operations in order to promote sustainability and environmental protection.

In view of the above, we have created our **Supplier Code of Ethics**, which contains all the regulations and expectations that we consider binding not only on ourselves, but also on our suppliers, subcontractors, and business partners.

2. HEALTH AND SAFETY

Our company's top priority is the daily well-being, health and safety of its employees and other business partners and professionals working on site.



We place great emphasis on ensuring that the highest level of safety standards are adhered to during our work processes, which, in addition to basic legal regulations, are also contained in our relevant internal procedures and instructions.

We expect our suppliers to work in accordance with the rules of Ongropack Kft. to provide their employees with safe and healthy working conditions, to provide the necessary equipment, tools and training. Furthermore, they must ensure that their employees have access to the highest level of hygiene and safety facilities and equipment (clean water, first aid stations, clean showers, changing rooms, dining rooms, storage rooms).



We consider it important to adopt and enforce measures and regulations that avoid and reduce potential workplace accidents and health damage, assess hazards and risks, develop an action plan to address them, and have an emergency plan. Our suppliers and subcontractors must comply with the safety laws and regulations applicable to their activities.

They must ensure that the products they supply or the services they provide comply with the conditions required by current and effective safety legislation.

3. ENVIRONMENTAL PROTECTION, SUSTAINABILITY

Ongropack Ltd. expects its suppliers and subcontractors to be committed to complying with all applicable domestic and international environmental laws and regulations and to carry out their daily activities in a way that reduces their emissions, minimizes environmental pollution, and continuously improves environmental performance.



They should strive to use natural resources economically, reduce the consumption of their activities (water, electricity, gas), and aim to minimize the impact of their activities on the natural environment. They should focus on reducing the amount of waste they

produce and ensure the recycling of reusable circular products. They should comply with the provisions of the legislation on waste and pollutants relevant to their activities.



Our suppliers must minimize negative impacts related to climate change, pollution and emissions (e.g. greenhouse gases), water scarcity and biodiversity.

4. LABOUR PRACTICES AND HUMAN RIGHTS

It is very important to our company that our suppliers prioritize human rights, respect them and ensure good treatment of employees.

Our suppliers must comply with human rights laws and regulations and must not violate human rights.



➤ *Humane treatment*

Its suppliers condemn and take action against any form of intimidation, defamation, threats, humiliation, verbal or physical abuse at all times.

➤ *Anti-discrimination, anti-harassment, anti-abuse*

Suppliers shall provide a workplace that is free from harassment, corporal punishment, coercion and abuse.

Any form of discrimination is strictly prohibited.

Suppliers shall not discriminate among their employees on the basis of race, color, ethnic origin, religion, gender, gender identity, age, national or social origin, sexual orientation, marital status, disability, political affiliation, for example in the following cases: promotion, remuneration, working from home, the right to training, retirement, or in the creation or termination of employment.

➤ *Prohibition of child labor and forced labor*

Our suppliers must reject all forms of child labor and forced labor.

The supplier must only employ workers who have volunteered for the job. The supplier must not engage in any form of human trafficking (including, for example, slave labor, prison labor, work done under the influence of fraud, and forced overtime).

➤ *Human respect*

In addition to adhering to ethical standards, suppliers treat their own employees and the business partners they come into contact with respect.

➤ *Export regulations and sanctions*

Suppliers must comply with all applicable export, customs and foreign trade regulations.

Services and traded materials and goods must comply with national and international foreign trade and customs requirements.

➤ *Complaints and legal remedies*

Suppliers are encouraged to establish a system for their supply chain partners and employees to report concerns and complaints without fear of retaliation or intimidation. These reports should be investigated promptly and should result in a fair outcome for the parties involved. It is important to ensure that complaints are made anonymously.

5. ETHICS AND FAIR BUSINESS PRACTICES

➤ *Confidentiality, data protection, data security*

We expect suppliers to treat the privacy rights of all their partners and customers with high priority, as well as their demand that their personal data be processed exclusively for legitimate business purposes in accordance with the relevant regulations. Suppliers guarantee that data, information and documents related to Ongropack Kft. are treated confidentially, in accordance with the relevant legal regulations, and are not passed on to third parties without the Company's permission.

The supplier shall immediately notify the Company if it becomes aware of an event or incident that may lead to the assumption that personal data related to the Company has come into the possession of a third party.

➤ *Intellectual property protection*

They must respect the intellectual property of others, and may not improperly obtain trade secrets or other confidential information, or engage in the unauthorized use or distribution of the intellectual property of others.

➤ *Maintaining corporate reputation*

We expect suppliers and their employees to refrain from any rumors or false information that may be inaccurate, untrustworthy, or misleading, as this may adversely affect the Company's reputation and reputation, causing irreversible damage.

➤ *Anti-corruption*

Our company rejects all forms of corruption (bribery, kickbacks, extortion). We also expect this practice from our suppliers.



➤ *Fair trade and competition*

Suppliers conduct their business activities in compliance with all applicable competition laws and regulations. They act in accordance with business ethics standards in their daily activities.



➤ *Compliance with legislation*

The supplier's commitment to integrity begins with compliance with laws and other regulations. He knows and complies at all times with the laws and related regulations necessary for legitimate business conduct. He pays special attention to the obligations and regulations stipulated in contracts.

6. IMPLEMENTATION

Our company's suppliers undertake to consider the provisions of this Supplier Code of Ethics, as well as the regulations and instructions in force at other companies, as well as the domestic and international laws related to them, as binding on them and to act in accordance with them.

Violation of the Supplier Code of Ethics will result in the supplier taking a lower position in the annual rating.

Ongropack Ltd may terminate the business relationship with the supplier or the agreement concluded with it in the event of a serious problem or repeated non-compliance with the requirements of the Supplier Code of Ethics of Ongropack Kft (after consideration).

To verify these, we will check our suppliers through online and on-site audits.

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