

Đuro Đaković Montaza d.o.o. Slavonski Brod

Code of conduct for Consortium partners, Subcontractors and Suppliers

Đuro Đaković Montaza d.o.o. and its subsidiaries and affiliates ("DDM") are bound by the principles of ethical behaviour, integrity and compliance. Adherence to the Principles of Conduct and the principles of the United Nations Global Compact Initiative (Global Compact Initiative)¹ is mandatory for all DDM employees.

Also from its Consortium partners, subcontractors and suppliers, DDM expects integrity and ethical, law-abiding behaviour in line with Global Compact Initiative and the minimum standards set out below.

Counteracting Corruption

- Consortium partners, Subcontractors and suppliers actively and consistently counteract criminal or unethical influence on decisions taken by DDM or other companies and institutions and fight corruptibility within their own companies.

Counteracting Bid Rigging

- Consortium partners, Subcontractors and suppliers do not participate in anti-competitive bid rigging and take action against illegal cartels.

Counteracting Illegal Employment

- Consortium partners, Subcontractors and suppliers comply with the applicable legal requirements and effectively eliminate illegal employment.

Respect for the Fundamental Rights of Employees

- Consortium partners, Subcontractors and suppliers respect the health, safety and personal rights of their employees and adhere to the principles of respect, fairness and non-discrimination. They employ and remunerate their employees on the basis of fair and compliant contracts. They maintain international minimum labour standards.

Respect for the Environment

- Consortium partners, Subcontractors and suppliers observe relevant legal environmental standards and minimise environmental pollution.

DDM requests from its subcontractors and suppliers that they require their own subcontractors and suppliers also to comply with the principles of the Global Compact Initiative and the minimum standards of this Code of Conduct for Consortium partners, Subcontractors and Suppliers.

Consortium partners, Subcontractors and suppliers of DDM are required to report their own violations of this Code of Conduct for Consortium partners, Subcontractors and Suppliers, insofar as these affect their business relations with DDM. They are also asked to report any knowledge of misconduct on the part of DDM employees.

Contact Person:

- Ivan Sveric, grad. lawyer, Compliance representative in Đuro Đaković Montaza d.o.o., Slavonski Brod, Dr. Mile Budaka 1, ivan.a.sveric@ddmontaza.hr.

Consortium partners, Subcontractors and suppliers are required to actively resolve any suspicious cases and to cooperate unconditionally with DDM in this regard.

If there are reasonable grounds to believe that a subcontractor or supplier has violated this Code of Conduct for Consortium partners, Subcontractors and Suppliers or if a subcontractor or supplier, when a suspicious case arises, fails to sufficiently meet his obligations to resolve the case and to cooperate, DDM, on the basis of existing contractual or legal rights, can end all business relations with the subcontractor or supplier with immediate effect.

¹<http://www.unglobalcompact.org>

In the event of a violation of this Code of Conduct for Consortium partners, Subcontractors and Suppliers, DDM retains the right to initiate further legal measures, particularly damage claims.

DDM, from time to time, can appropriately update this Code of Conduct for Consortium partners, Subcontractors and Suppliers and expects that its subcontractors and suppliers accept any such changes.

The Consortium Partner/subcontractor/supplier hereby declares to have received this Code of Conduct for Consortium partners, Subcontractors and Suppliers and, in addition to other contractual obligations vis-à-vis DDM, hereby agrees to irrevocably abide by it.

Company: _____

Address: _____

ID No. of the Company: _____

Legal representative (block letters): _____

Location, date

Signature of Consortium partner/subcontractor/supplier

Company stamp