

## **mateco Business Partner Charter**

For our customers, our employees and the global community, working with mateco means working with a reliable partner who has set higher quality standards for their business. Compliance with applicable laws and regulations is a matter of course for mateco.

All of us at mateco know that this commitment requires constant vigilance and joint effort from all those who work for mateco or work for it. The key success factor is the involvement of each business partner.

This Charter sets out what mateco expects from its business partners and any other person or company acting directly or indirectly on behalf of mateco.

### **Minimum requirements that mateco expects from its business partners**

<b>Diversity</b>	Not tolerate any form of discrimination against employees, candidates, clients, business partners or other persons with whom communication is made on the basis of race, national or ethnic origin, sex, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other discriminatory feature defined in applicable laws and regulations or publicly recognized standards
<b>Respect</b>	(i) Treat each individual (employees, candidates, clients, business partners, etc.) with courtesy, honesty, and dignity. No harassment, bullying, or intimidation  (ii) to promote the protection of human rights and not to tolerate any form of forced or child labour
<b>Compliance</b>	(i) comply with applicable laws, regulations and other applicable business standards that apply to them;  (ii) to comply with the prohibitions and possible sanctions to be observed by participants in international trade, as set out in the relevant international conventions, laws and regulations relating to foreign trade  (iii) Compliance with antitrust laws and regulations  (iv) To ensure the confidentiality of anything related to our business relationships and intellectual property rights that would apply to a particular process

<b>Integrita</b>	<ul style="list-style-type: none"> <li>(i) Prohibition of any form of corruption or facilitation of payments</li> <li>(ii) Prohibition of any kind of fraudulent activity (fraud, theft, embezzlement) against mateco or any other third party (subcontractor, consultant, etc.)</li> <li>(iii) ensuring the proper and timely communication and management of conflicts of interest</li> </ul>
<b>People</b>	<ul style="list-style-type: none"> <li>(i) to comply with fair working conditions and payment rules</li> <li>(ii) protection of the health and safety of workers at the workplace</li> <li>(iii) to ensure the continued protection of privacy and personal data of individuals;</li> </ul>
<b>Environment</b>	Coping with ever-evolving climate and environmental standards for a sustainable future

**Contact:**

If anyone needs advice on the principles outlined in the mateco Business Partner Charter, or if you would like to report or discuss a compliance issue, please do not hesitate to contact us at [privacy@matecoslovakia.sk](mailto:privacy@matecoslovakia.sk)