

# Alfa Group Supplier Code of Conduct (SCoC)

## Introduction

Alfa Group and its subsidiaries provide technical advisory services and execute signage and branding projects, as well as design and manufacture products for the graphic production industry.

Our sustainability work is an integrated part of our management system and our business policy for quality, environment and occupational health and safety.

Our approach is based on the principles of the United Nations Global Compact and the United Nations Sustainable Development Goals (SDG's Agenda 2030).

This Supplier Code of Conduct (SCoC) outlines the principles and expectations that apply to all suppliers providing goods or services to Alfa Group and its subsidiaries.

## Compliance with Legal and Other Requirements and Systematic Management

Alfa Group expects suppliers to identify and comply with applicable laws, regulations and other legal and other requirements in the countries where they operate and to conduct their business in a structured and responsible manner.

Suppliers are expected to maintain established procedures, policies or management systems that ensure compliance with these requirements. Certifications according to recognized standards such as ISO 9001, ISO 14001, ISO 45001, or equivalent systematic management practices, are considered to meet these expectations where applicable.

Suppliers are expected to identify and manage risks related to human rights, environmental impact and business ethics within their operations and to maintain appropriate procedures for identifying, managing and correcting deviations related to these principles.

Suppliers are also expected to ensure that products, components and materials supplied comply with applicable requirements regarding product safety, quality and relevant technical standards. Identified risks or deviations related to product safety or quality shall be communicated without delay.

## Human Rights and Working Conditions

Alfa Group expects suppliers to:

- Respect internationally recognized human rights
- Not engage in forced labour, child labour or any form of involuntary labour
- Ensure working conditions in accordance with applicable legal and other requirements
- Prevent discrimination and promote an inclusive working environment

## **Health and Safety**

Suppliers are expected to ensure a safe and healthy working environment and to work systematically to prevent accidents and work-related injuries or illnesses.

## **Environment and Climate**

Alfa Group expects suppliers to:

- Respect internationally recognized human rights
- Not engage in forced labour, child labour or any form of involuntary labour
- Ensure working conditions in accordance with applicable legal and other requirements
- Prevent discrimination and promote an inclusive working environment

## **Business Ethics**

Alfa Group expects suppliers to:

- Conduct their business with a high standard of integrity and ethical business conduct
- Reject all forms of corruption, bribery and improper influence
- Avoid conflicts of interest
- Comply with applicable competition laws

## **Confidential Information**

Suppliers are expected to handle confidential information responsibly and not disclose business-critical or confidential information without prior written consent.

## **Supply Chain**

Alfa Group expects suppliers to promote the application of equivalent principles within their own supply chains where relevant.

## **Application**

This Supplier Code of Conduct (SCoC) forms part of Alfa Group's purchasing terms and contractual relationships. By supplying goods or services to Alfa Group or its subsidiaries, the supplier confirms that these principles are respected.

If deviations from these principles are identified, the supplier is expected to inform Alfa Group and cooperate in implementing appropriate corrective actions.

Alfa Group values transparent communication and constructive dialogue to ensure efficient cooperation.