

THIRD PARTY CODE OF CONDUCT



1. SCOPE

HYB strives for integrity, fairness, accountability and sustainability in its relations with employees, customers, suppliers, competition, governmental institutions and it covers all interactions with stakeholders where there is a risk of bribery, inappropriate influence and unethical business or promotional practices.

This Policy applies to all employees of HYB, who are responsible to ensure HYB's customers, suppliers, competition, governmental institutions and other stakeholders (referred hereinafter as Third Party) are contractually obligated to adhere to provisions of this Policy.

Third Parties will strive to adhere to the highest standards of ethical and business conduct. Where any local laws, regulations, and industry codes are more stringent than those established in this Policy, the more stringent requirements must be applied.

2. BUSINESS CONFORMITY

Third Party undertakes to act in accordance with the applicable national and international regulations in its operations.

Third Party will ensure that its suppliers, customers and other stakeholders respect the same values and commitments.

3. RESPECT FOR THE FUNDAMENTAL HUMAN RIGHTS AND DIVERSITY

HYB affirms its responsibility and commitment for the compliance and promotion of human rights and diversity. Our business decisions are therefore never based on consideration of age, ethnic background, nationality, gender, gender identity, physical abilities, mental abilities, religion, world view, sexual orientation, social background or any other characteristics that is protected by law.

In addition to that HYB is obliging Third Party to:

- Respecting personal dignity, privacy and other rights of an individual,
- Respecting ban on child and forced labour,
- Avoiding hiring workers under the age of 15,
- Preventing unacceptable treatment of workers, such as use of physical violence, sexual harassment or discrimination

- Prohibiting any form of verbal, non-verbal or physical conduct that hints at sexuality, acts coercively, promotes fear, constitutes abuse or otherwise exploits individual.
- Ensure fair pay and guarantee the statutory minimal wage.
- Comply with the prescribed limits on the length of working hours, including overtime, in force locally.
- Recognize employees' right to freedom of association and collective bargaining.
- Where required by law, to give employees the right to digitally disconnect from work without facing negative repercussions.

4. SAFETY AND HEALTH AT WORK

Third Party must ensure safe working environment for its employees and monitors health and occupational risks and takes appropriate measures to prevent them.

Third Party must perform regular risk assessments and assure proper surveillance. It informs employees about potential safety risks and provides them with appropriate training on safe handling and appropriate safety measures.

5. ENVIRONMENTAL PROTECTION

HYB believes sustainable economic activities and preservation of natural resources is a contribution to environmental protection and preservation of natural habitat for future generations.

Third Party will comply with applicable legislation and international standards in the field of environmental protection. In doing so, Third Party will strive to reduce pollution and continuously introduce improvements in order to design production in a way to prevent, as far as possible, negative effects on the environment and conserve natural resources.

6. BUSINESS ETHICS

6.1. COMPLIANCE WITH COMPETITION LAW

HYB strives to outperform competition through performance and in a fair and honest manner and in doing so we comply with all national and international regulations in the field of competition protection, trade control and embargo laws.

HYB obliges Third Party to comply with applicable regulations and laws, including not participating in fixing the prices, the distribution of markets, customers or sources of supply and fixing the tender documentation or coordinating tender submissions with competitors.

6.2. PROHIBITION OF CORRUPTION AND BRIBERY

HYB is committed to the highest standards in conducting business and does not provide illegal or unjustified benefits or advantages nor will accept such benefits of advantages.

Third Party is obliged:

- Not to give, offer, or promise to give anything in value for the purpose of improperly influencing any decisions,
- Not to use intermediaries (agents, consultants, ...) or any other business partners to commit acts of bribery or corruption,
- Not to make facilitation payments,
- Not to distinguish between public, governmental or private persons so far as bribery and corruption are concerned.

6.3. CONFLICT OF INTERESTS

HYB will disclose to Third Party, and will oblige from them to do the same, any potential conflicts of interests that might adversely affect the business relationship.

6.4. CONFLICT MINERALS

HYB and Third Party will ensure that appropriate measures are taken to prevent use of materials the sale of which directly or indirectly finances groups that violate human rights.

6.5. BUSINESS SECRECY

HYB and Third Party will protect all trade secrets as confidential and will handle confidential information and data in accordance with the necessary and permitted scope and in a way that prevents their unauthorized disclosure.

HYB and Third Party will comply with applicable national and international regulations with respect to protection of personal data and intellectual property.



7. VERIFICATION AND ADEQUACY OF THIRD PARTY COMPLIANCE

HYB reserves the right to verify Third Party's compliance with HYB Third Party Code of Conduct on basis of voluntary disclosures from Third Party, through audits with reasonable scope or other appropriate and reasonable manner.

In case of non-compliance, HYB may require implementation of corrective actions and in extreme cases or repeating non-compliance proceed with termination of cooperation.