

SUPPLIER CODE OF CONDUCT

Veze Sharri Group

Version 1.0

1. Introduction and Purpose

Veze Sharri Group (“the Group”) has built its reputation on quality, trust, and responsibility toward our customers, our employees, our communities, and the environment. We expect the same commitment from every company that supplies goods or services to us.

This Supplier Code of Conduct (“the Code”) defines the minimum standards of business conduct that all suppliers, service providers, contractors, and their subcontractors (“Suppliers”) must meet in order to do business with any company of Veze Sharri Group, including Veze Sharri, Lecker, Gold Land, and Elektro Sharri.

Acceptance of this Code is a condition of every supplier relationship with the Group.

2. Compliance with Laws

Suppliers shall comply with all laws and regulations applicable to their business, including but not limited to laws governing labor, health and safety, the environment, food safety, competition, taxation, and international trade. Where this Code sets a higher standard than local law, the Code shall apply.

3. Business Ethics and Integrity

Suppliers shall conduct their business honestly and transparently. In particular, Suppliers shall:

- Not offer, give, request, or accept bribes, kickbacks, or any other improper advantage, whether directly or through third parties;
- Not offer gifts, hospitality, or favors to employees of the Group that could influence, or appear to influence, business decisions;
- Avoid and disclose any conflict of interest in their dealings with the Group;
- Compete fairly and refrain from any anti-competitive agreements or practices;
- Maintain accurate and complete business records and financial documentation;
- Not engage in money laundering or the financing of illegal activities.

4. Labor and Human Rights

Suppliers shall respect the human rights and dignity of all workers. Suppliers shall:

- **Prohibit child labor.** No person shall be employed below the legal minimum working age. Workers under 18 shall not perform hazardous work.
- **Prohibit forced labor.** All work must be voluntary. Suppliers shall not use forced, bonded, or prison labor, and shall not withhold workers’ identity documents or wages.

- **Ensure non-discrimination.** Employment decisions shall be based on qualifications and merit, without discrimination on the basis of ethnicity, religion, gender, age, disability, political opinion, or any other protected characteristic.
- **Prevent harassment.** Workers shall be treated with respect and shall not be subjected to any form of harassment, abuse, or inhumane treatment.
- **Pay fair wages.** Wages and benefits shall meet or exceed the legal minimum and shall be paid regularly and on time.
- **Respect working hours.** Working hours shall comply with applicable law, and overtime shall be voluntary and compensated in accordance with legal requirements.
- **Respect freedom of association.** Workers shall be free to join, or not join, worker organizations of their choice without fear of retaliation.

5. Health and Safety

Suppliers shall provide a safe and healthy working environment for all workers. This includes:

- Identifying and managing workplace safety risks and preventing accidents and occupational illness;
- Providing appropriate protective equipment, training, and emergency procedures;
- Ensuring that buildings, machinery, and equipment are safe and properly maintained;
- Providing access to clean drinking water and sanitary facilities.

6. Environment

The Group was a pioneer of renewable energy in North Macedonia, and environmental responsibility is central to how we operate. Suppliers shall:

- Comply with all applicable environmental laws, permits, and regulations;
- Use energy, water, and raw materials efficiently and work to reduce waste and emissions;
- Handle, store, and dispose of waste and hazardous substances safely and lawfully;
- Strive for continuous improvement of their environmental performance.

7. Quality and Food Safety

Suppliers shall deliver goods and services that consistently meet the agreed specifications and all applicable quality and safety standards. Suppliers whose goods or services affect food safety shall in addition:

- Operate in accordance with recognized food safety management principles;
- Maintain full traceability of the goods they supply;
- Immediately notify the Group of any issue that could affect the safety, legality, or quality of a delivered product;
- Grant the Group, or a third party appointed by it, reasonable access to conduct quality audits where relevant.

8. Confidentiality and Data Protection

Suppliers shall protect all confidential information received from the Group and use it only for the purpose of the business relationship. Suppliers shall process personal data lawfully and protect it against unauthorized access, in compliance with applicable data protection legislation.

9. Supply Chain Responsibility

Suppliers are responsible for ensuring that the principles of this Code are also respected by their own suppliers and subcontractors involved in providing goods or services to the Group.

10. Compliance, Monitoring, and Reporting

- The Group reserves the right to verify compliance with this Code through self-assessments, documentation requests, or audits, announced or with reasonable notice.
- Suppliers shall inform the Group without delay of any actual or suspected violation of this Code related to their business with the Group.
- Violations of this Code may result in corrective action requirements, suspension, or termination of the business relationship, depending on the severity of the violation and the Supplier's willingness to remediate.
- Concerns or violations may be reported confidentially to **info@vezesharri.com.mk**. The Group does not tolerate retaliation against anyone who reports a concern in good faith.

11. Acknowledgment

By signing below, the Supplier confirms that it has read, understood, and agrees to comply with the Veze Sharri Group Supplier Code of Conduct.

Company name: _____

**Authorized representative
(name, title):** _____

Signature and stamp: _____

Date: _____