



B. 1 Expected good practice of Primo's suppliers

We conduct all of our activities professionally, complying with Primo's general Code of Conduct, and expect all of our suppliers to do the same. Specifically, we would like to draw attention to the following guidelines:

Inter Primo will only do business with suppliers that comply with applicable legal requirements. Suppliers that transact business with Inter Primo are expected not only to comply with their contractual obligations under any contract or agreement with Inter Primo, but also adhere to standards of business conduct consistent with Inter Primo's vision of how to conduct business, cf. below.

A supplier commitment to full compliance with these standards is the foundation of a mutually beneficial business relationship with Inter Primo. Inter Primo requires and expects that each Inter Primo supplier shall comply with all applicable legal requirements, and we accept no kind of bribe or corruption.

Unacceptable practices by an Inter Primo supplier include but are not limited to:

- **Minimum age.** Employing workers younger than the required minimum age.
- **Forced labour.** Using forced prison or indentured labour or workers subject to any form of compulsion or coercion.
- **Minimum wage.** Employing workers should be paid no less than the current rates of the national minimum wage.
- **Environmental compliance.** Lack of commitment to observing applicable environmental laws and regulations. Actions that Inter Primo will consider evidence of a lack of commitment to observing applicable environmental laws and regulations include:
 - o **Failing to maintain and enforce written and comprehensive environmental management programs** which are subject to periodic audit.
 - o **Failing to maintain and comply with all required environmental permissions.**
 - o **Permitting any discharge** to the environment in violation of the law and/or disregarding issued/required permissions or the like that will have an adverse impact on the environment.
- **Health & Safety.** Failure to provide workers a workplace that meets applicable health and safety standards.
- **Use Sub-Suppliers or Third Parties to Evade Requirements.** The use of sub-suppliers or other third parties to evade legal requirements applicable to the supplier and any of the standards set forth in this Agreement.

We hereby confirm compliance to the above

Place

Date

Supplier signature