



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:

Primo will only do business with suppliers that comply with applicable legal requirements.

Suppliers that transact business with Primo are expected not only to comply with their contractual obligations under any contract or agreement with 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 Primo. Primo requires and expects that each Primo supplier shall comply with all applicable legal requirements, and we accept no kind of bribe or corruption.

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

- **Child labour.** Primo does not accept child labour and will ensure that the UN Convention on the Rights of the Child is respected, and we will not conduct business with suppliers that are associated with child labour, forced labour or any form of human trafficking.
We will ensure that children are protected from economic exploitation or from work that might be harmful to their physical or mental health.
The minimum age limit accepted by Primo is 15 years. Where local legislation permits, workers ages 12-14 may undertake light work a few hours a day provided it is not dangerous to their health or does not interfere with their education or may hinder their physical, mental, spiritual, moral or social development.
Children from 15 to 18 years of age should always be closely monitored and helped through training
- **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:
 - **Failing to maintain and enforce written and comprehensive environmental management programs** which are subject to periodic audit.
 - **Failing to maintain and comply with all required environmental permissions.**



- **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.

Compliance:

Primo reserves the right to monitor and audit suppliers to ensure compliance with the Group's Code of Conduct for suppliers. At any time, suppliers must be prepared to provide Primo with requested information and documentation of compliance during an audit.

We also reserve the right to monitor and audit, as appropriate, our suppliers' sub-contractors to ensure their compliance with Primo's Code of Conduct for suppliers.

In case of non-compliance with Primo's Code of Conduct for suppliers, Primo will require adequate action plans to correct non-compliance, and we will follow up through further visits and audits to ensure that improvements are made. If the requested improvements do not progress acceptably, Primo reserves the rights to bring the cooperation with the supplier in question to an end.

We hereby confirm compliance to the above

Place

Date

Supplier signature