



## CODE OF CONDUCT FOR BUSINESS PARTNERS

Our company – IMC Slovakia - was established in 1995 and from the very beginning it was very crucial for us to preserve moral values, respect human rights and to have positive impact on the environment. This is reflected both in our communications with our business partners and in our production and business conduct.

However, our business partners also play significant role and thus we apply the rules set out in this Code of Conduct in all our negotiations and agreements.

### Legal activities

In IMC Slovakia we always require our partner to oblige to all legal duties and discretions based on the valid laws of Slovakia and EU like paying taxes, getting the licenses and permits, complying with the export laws of goods and etc. We support correct business environment and always require lawful behaviour from our partners, customers and suppliers and we always demand a contractual commitment. Moreover, we are committed to complying with all agreed contracts with our business partners and our business partners are always provided with true and complete information that is essential to the conclusion of a contract for business or other cooperation. In case of unforeseen circumstances that prevent the fulfilment of contractual terms and conditions, we inform the relevant partner and look for solutions that are acceptable to both parties.

### Respect for human rights

In all our activities we always respect human rights and fair behaviour and we expect the same respect for human rights from our business partners. The following rules are based on International Labour Organization's (ILO), Declaration on Fundamental Principles and Rights at Work and must be respected by all our business partners.

**Strict prohibition of child labour** – our business partners strictly reject any form of child labour as well as employment of persons under minimal legal age.

**Voluntary employment and choice of work** – our partners only employ people based on the voluntary choice of work and reject any form of forced labour.

**Freedom Association** – our partners respect freedom of association and the right to form groups based on religion, political affiliation, ethnicity and etc.



**Equal opportunities** – our partners never discriminate employees or applicants and treat everyone equally regardless of their age, disability, nationality, race, religion and sex.

**Workplace health and safety principles** – all our partners must follow latest health and safety standards for protection of their employees.

**Fair working conditions** – our partners respect the right of their employees to fair and equal treatment regarding working conditions. Employment relationships that lead to precarious working conditions should be prevented.

## Environmental Protection

One of our main objectives is to protect the environment. Therefore, our business partners must always try to sustain the environment, comply with applicable laws, and try to minimize the negative impact on the environment. Moreover, we expect from our partners to continually improve their production and implement new eco-friendly technologies in order to save the environment.

## Business relations

**Avoiding of the conflicts of the interest** – All business decisions made by our partners are required to be based on the particular facts and benefits irrespective of the personal affiliation. Furthermore, in case of any suspicious activity or probable conflict of interests, our business partners must always inform IMC Slovakia.

**Zero tolerance to corruption** - IMC Slovakia expects from all its business partners to always apply the principle of zero tolerance to any form corruption and unfair financial practices, including bribery, charges to facilitate the procedure, fraud and embezzlement.

**Trade secret** – must be kept not only by our employees but also our business partners and suppliers.

**Prohibition of money laundering** – IMC Slovakia supports international efforts to combat money laundering. We must not carry out any unusual ways of payments or payments to unrelated parties in conflict with IMC Slovakia's policies and laws.

**Ban on the financing of armed groups** – Both IMC Slovakia and its partners do not support any armed groups.

## Compliance with the code of activities



We expect all our business partners to follow this Code and we also expect them to require the same rules from third parties. Any violation of this code will result in a deterioration of business relationships with IMC Slovakia and in the event of a conflict we reserve the right to request an explanation of why our business partners have violated our Code. If these violations are not addressed, the repeated violations of aforementioned rules may result in termination of business cooperation with IMC Slovakia.

## ADDRESS

**IMC Slovakia, s.r.o.**  
Šebešťanová 255  
017 01 Považská Bystrica  
Slovakia

## CONTACT

**[imc@imcslovakia.sk](mailto:imc@imcslovakia.sk)**  
+421 (0) 42 4378 111

Registration: the company is registered in the Commercial Register of District Court Trenčín Section: Sro, Insert No. 3077 / R.