

# Supplier Code of Conduct of C&F

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Supplier Code of Conduct C&F (hereinafter also referred to as the "**Supplier Code of Conduct**") defines the principles and standards of behavior expected by C&F S.A., its affiliated and subsidiary companies from their suppliers ("**Suppliers**").

C&F S.A. and its affiliated and subsidiary companies are collectively referred to in the further content of the Code as "**C&F**".

C&F expects all Suppliers to act in accordance with the highest ethical, legal, and social standards.

The Supplier Code of Conduct defines C&F's expectations towards Suppliers in three key areas:

1. Formal commitment,
2. Resources and mechanisms ensuring compliance with local and international legal regulations,
3. Transparency and cooperation in the supply chain.

## 1. Formal commitment of Suppliers:

Suppliers are obliged to:

1. Comply with the Supplier Code of Conduct and the C&F Ethical Code, as well as the policies indicated in the C&F Ethical Code, which apply to Suppliers,
2. Officially confirm compliance with the Supplier Code of Conduct.

## 2. Resources and mechanisms ensuring compliance with legal regulations

C&F expects Suppliers to have and implement:

1. Policies and procedures in the areas of ethics, human rights, and environmental protection,
2. Risk assessment systems and control measures adequate to the scale and nature of their activities,
3. Training for employees and management in the area of legal compliance,
4. An approach to conducting business in line with the continuous improvement model and documenting actions in this regard.

### **3. Transparency, cooperation, and responsibility in the supply chain**

C&F expects Suppliers to:

1. Be open to cooperation in case of doubts regarding the interpretation of standards and recommendations contained in the Supplier Code of Conduct, the C&F Ethical Code, or C&F policies,
2. Communicate the principles of the Supplier Code of Conduct to their subcontractors (so-called cascading requirements),
3. Implement an effective and secure grievance mechanism, including anonymous reporting.

### **4. Final provisions**

1. Suppliers who do not meet these requirements are obliged to take immediate corrective actions.
2. The Supplier Code of Conduct forms the foundation of a shared culture of ethics, transparency, and responsibility throughout the entire C&F supply chain.
3. Each Supplier may submit C&F comments, concerns, and objections regarding the content and application of the Supplier Code of Conduct. For this purpose, please contact us by email at: [legal@candf.com](mailto:legal@candf.com).