



PRINCIPLES OF CONDUCT FOR SUPPLIERS

"EP-BELT" DOO LOZNICA (hereinafter referred to as **"EP-BELT"**) is committed to conducting business in an ethical, legal and socially responsible manner. **"EP-BELT"** expects suppliers to share the same commitment and requires them to follow these principles of conduct (the **"Principles"**) as a condition of business. Suppliers must take reasonable measures to ensure that all suppliers with whom they work operate in accordance with this principles.

Legal Compliance is Mandatory: EP-BELT's suppliers must conduct their business in full compliance with all applicable laws, codes, rules and regulations of the countries, provinces, states, regions and municipalities in which they operate.

No child labor allowed: "EP-BELT" will not tolerate the exploitation or use of children as a worker by the supplier. "EP-BELT" will not sign a contract with any supplier who employs persons under the age of 18 or the legal minimum age, if it is higher.

Forced labor is not allowed: "EP-BELT" will not tolerate the use of forced labor from foreign suppliers in any form, including slavery , prisoner labor , indentured labor or debt work.

Discrimination is not allowed: "EP-BELT" will not tolerate discrimination from outsiders supplier against its workers on the basis of race, color, religion, sex, social and ethnic origin, age, marital status, pregnancy, religion or political opinion, disability, sexual orientation or any other grounds prohibited by law.

Harassment is not allowed: "EP-BELT" expects suppliers to provide a work environment free of any form of harassment, including verbal, physical or sexual harassment. Threats or acts of retaliation or physical punishment against workers will not be tolerated. At all times, workers must be treated with respect and dignity.

No undeclared workers: Suppliers should report all workers who work for them and which they have the legal right to work.

Compensation (salary and benefits): "EP-BELT" requires the supplier to pay compensation employees in accordance with all laws and regulations related to the payment of minimum wages employee salary, overtime, work contract, employee benefits, maximum the number of working hours per day or the maximum number of working hours per week.

Freedom of association: Suppliers should recognize and respect workers' right to freedom of association or organization in accordance with applicable laws and regulations and to be free to raise concerns about labor relations matters.

Product quality and safety: All products that the supplier manufactures for or sells "EP-BELT" shall be designed and manufactured so that they are safe for the purposes for which they will be used use, as well as for other reasonably assumed uses. "EP-BELT" is committed to providing products that meet relevant legal regulations and standards quality.

Resource sustainability: Suppliers must use only those materials that have been obtained activities that are in accordance with the laws and regulations of the country from which they originate and which related to environmental and social issues.

Environment: The supplier should meet all requirements of environmental standards provided by applicable laws, codes and regulations.

Workplace Safety and Health: Suppliers will maintain a work environment free of recognized hazards and will ensure compliance with all applicable laws related to conditions work, including worker health and safety , sanitary rules, fire protection , risk protection and electrical, mechanical and structural safety.

Security: "EP-BELT" encourages its suppliers to implement security controls to ensure that their entire supply chain is in compliance with laws relating to on the prohibition of terrorism in the countries and regions of the world where they operate and perform their duties.

Business Practices: Suppliers must not engage in bribery, bid-rigging, price - fixing or other unfair trade practices.

Evidence of compliance: The supplier must demonstrate compliance with these principles. These minimum requirements are part of all agreements between "EP-BELT" and suppliers. "EP-BELT" expects today's suppliers to develop and implement appropriate internal business processes to ensure compliance with these principles. "EP-BELT" will carry out supplier checks to ensure their compliance with these principles. These checks may include confidential interviews with employees who happen to be with the supplier at the time of the check. If the supplier does not comply with any of the principles, he must establish corrective measures. EP-BELT" reserves the right to terminate the contract with any supplier, which it cannot prove respect for these principles.

Notification of violations of these principles: Violations of these principles can be reported at any time by sending a secure, reliable and anonymous letter to "EP-BELT" at info@epbelt.com .

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Director EP-BELT DOO LOZNICA
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