



Code of Conduct for Suppliers of AS CleanR Grupa

1. AS CleanR Grupa and its companies (hereinafter CLEANR GRUPA) observe responsible, fair, and ethical business principles in their operations, providing high-quality and sustainable services. Therefore, it is important to CLEANR GRUPA that its suppliers also apply the same principles in their commercial practice.
2. This Code of Conduct for Suppliers (hereinafter Code of Conduct) describes requirements that the suppliers (hereinafter Supplier) of the Group's companies must adhere to in order to enter into a business relationship with CLEANR GRUPA.
3. For the purpose of this Code of Conduct, a Supplier is a natural or legal person providing services or supplying goods to CLEANR GRUPA.
4. The Supplier, upon choosing business partners who they involve in providing services to CLEANR GRUPA, informs them of the basic principles set out in this Code of Conduct, and makes sure that principles of equal value or these principles are followed across the whole supply chain.
5. The Supplier, upon signing a contract with CLEANR GRUPA or taking part in a CLEANR GRUPA's tender, reads this Code of Conduct and agrees to comply with it.
6. The latest version of this Code of Conduct is available on CLEANR GRUPA's website at: www.cleanrgrupa.lv/korporativa-parvaldiba
7. The Supplier complies with all relevant laws and regulations that govern their operations.
8. The Supplier observes human rights, labour rights, and all statutory requirements with respect to health and safety at work:
 - 8.1. The Supplier creates and maintains a safe and health-friendly workplace that complies with all relevant laws and regulations governing their operations. The Supplier provides regular monitoring over the areas of employment and work safety;
 - 8.2. The Supplier ensures fair and adequate pay;
 - 8.3. The Supplier does not tolerate illicit forms of employment, does not practice forced labour, including physical and emotional violence;
 - 8.4. The Supplier does not employ children who have not reached the age from which they may be employed. Children and youth who have reached the minimum working age, but are not of 18 years of age, are not employed in hazardous work or work that endangers their health, safety, or moral development;
 - 8.5. The Supplier does not tolerate discrimination based on biased attitude or prejudice, discrimination on grounds of ethnicity, gender, sexual orientation, marital status, pregnancy, parental status, religious beliefs, etc.
9. The Suppliers pays all taxes and payments of equivalent nature required by law.
10. The Supplier promotes a responsible attitude towards the environment in its operations by adhering to all relevant legislative acts, is aware of its impact, and mitigates negative environmental impacts.
11. The Supplier has zero-tolerance against bribery and corruption. The Supplier, upon signing a contract with CLEANR GRUPA and agreeing to adhere to its Code of Conduct, affirms that the Supplier's



employees and third parties that act on behalf of the Supplier will not offer, promise, give or accept bribes or other improper payments with an aim to acquire new clients, retain existing clients, or gain advantages. The Supplier's employees or third parties acting on behalf of the Supplier may not offer a CLEANR GRUPA employee gifts or advantages that may cast doubt on the CLEANR GRUPA employee's impartiality towards the Supplier.

12. The Supplier follows fair competition principles, including all applicable laws and regulations within this area.
13. The Supplier observes regulations that govern prevention of money laundering and terrorism financing and makes sure its operations comply with the provisions of international economic and trade sanctions.
14. The Supplier observes confidentiality rules, avoids situation that may cause a conflict of interest between the Supplier and CLEANR GRUPA, and informs CLEANR GRUPA on any possible or existing conflicts of interest.
15. The Supplier observes all relevant privacy and data protection provisions and ensures confidentiality and safety of all the data concerning CLEANR GRUPA.
16. In case of suspicions of any kind and breaches of this Code of Conduct, the Supplier must immediately inform the contact person indicated in the contract or tender, or report it through the Hotline, CLEANR GRUPA's whistleblowing system available at www.cleanrgrupa.lv.
17. All actions that are in conflict with this Code of Conduct are considered as breach of contract and may form grounds to review or terminate cooperation between the Supplier and CLEANR GRUPA.