



Code of Conduct for Suppliers of the COLAS Group in Slovakia

At COLAS, corporate social responsibility and compliance are integral constituents of the corporate and management culture. Therefore, the following requirements shall apply to all suppliers of the COLAS Group in Slovakia.

Laws and regulations

The supplier is obliged to comply with the applicable laws and regulations of those countries where they conduct business.

Corruption and bribery

Every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery. No employee may offer, give or receive any gift or payment which is, or may be construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management.

Fair competition

Suppliers of COLAS Group in Slovakia shall conduct their operations in accordance with the norms of fair competition, and in conformity with applicable competition laws. It does not support the unethical practice of chain debts.

Forced labour

Forced labour of any form is forbidden. This shall also include bonded labour.

Child labour

Child labour of any form is forbidden. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Harassment

The personal dignity, privacy and personal rights of every individual have to be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.



Compensation

Wages, including overtime and benefits, in the suppliers companies shall equal or exceed the level required by applicable laws and regulations.

Non-discrimination

All employees of the supplier, regardless of the colour of their skin, race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender or age, shall be treated strictly according to their abilities and qualifications in any employment decision, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

Health and safety

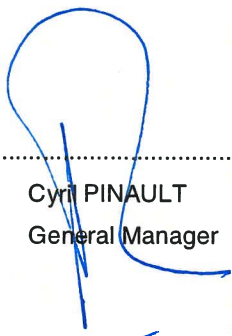
The supplier is obliged to provide a safe and healthy working environment to prevent accidents and injury

Environment

The supplier will comply with environmental regulations and standards related environmental protection laws and regulations.

Supply Chain

The supplier shall oblige all his sub-suppliers to recognize and respect the requirements of this Code of Conduct.



Cyril PINAULT
General Manager