

Code of Conduct

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for the Company's suppliers and subcontractors



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This Code of Conduct sets out the rules and requirements of Stalkon Sp. z o.o. to all its suppliers of goods and services and to all its subcontractors (hereinafter collectively referred to as "the supplier"), regarding their responsibilities to society, the environment and those involved in the production of goods and / or performance of services. The condition of doing business with Stalkon Sp. z o.o. is compliance with these requirements by suppliers.

Compliance with laws and regulations

It is especially important to comply with local, national and international laws and regulations when doing business. All suppliers are expected to comply with applicable laws in the conduct of their business.

Child employment

Suppliers are prohibited from employing children in violation of International Labor Organization conventions. The minimum age for admission to employment should be the minimum legal age in the country concerned.

Prohibition of forced labor

Suppliers may not, under any circumstances, use, promote or otherwise encourage the use of forced labor. Such work may include, inter alia, restricting the movement of persons, withholding wages or withholding identification documents to keep the person in the workplace, keeping them in a state of false indebtedness or withholding wages that cannot be avoided, loss of social status. Suppliers will ensure that employees understand their rights regarding wages, overtime and withholding identification documents.

Fair pay

Suppliers will comply with all applicable laws and regulations, including minimum wages, overtime and benefits imposed by law.

Non-discrimination and equal pay

Suppliers will not discriminate against or marginalize any employees on the basis of race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, trade union membership, ethnicity, social origin, or marital status.

Health and safety

Suppliers should ensure that the health and safety risks associated with their employees and members of the public are limited. Suppliers are also expected to make a clear commitment to provide safe and healthy working conditions for all employees.

Environmental policy

Suppliers will implement measures to improve environmental protection by seeking to save valuable resources, use less energy, and create less waste and emissions.

Fair competition

All suppliers must be committed to fair competition and not to distort it, and to comply with all applicable antitrust laws. They are required to avoid anti-competitive agreements with competitors, suppliers, distributors, brokers and customers, as well as anti-competitive practices.

Prohibition of corruption, bribery and money laundering

Suppliers are required to comply with all anti-corruption laws. The use and tolerance of any form of corruption is prohibited. Suppliers will not offer or accept bribes or other illegal benefits from their business partners. Suppliers will not offer employees of Stalkon Sp. z o.o. any personal benefits arising from supplier relationships.

Suppliers are required to comply with all money laundering laws.

Data protection

Suppliers must comply with all applicable data protection laws. In particular, suppliers should act in an appropriate manner to ensure the protection of the data of sensitive employees, customers or other data processed as part of business relationships with Stalkon Sp. z o.o. Detailed requirements in this regard are regulated by the Confidentiality Agreement.

Respect and protection of intellectual property

Suppliers should respect and protect the intellectual property rights of Stalkon Sp. z o.o. and Stalkon customers. They will protect and only appropriately use confidential information.

Reporting violations

Suppliers of the company Stalkon Sp. z o.o. are obliged to inform about their own violations of the Code of Conduct, insofar as it is related to cooperation with Stalkon, as well as about known cases of improper behavior of Stalkon employees. If there has been a violation of the Code, please report this fact by sending an e-mail to the following address: stalkon@stalkon.com.pl or send the notification by post to the company's registered office address.

If there is a justified suspicion of a breach of the Code of Conduct by a supplier, Stalkon may, on the basis of the applicable contractual or statutory rights, terminate its cooperation with such a supplier immediately. In the event of a gross and significant breach of the Code of Conduct, Stalkon reserves the right to take further legal steps, in particular claims for damages.