	Code of Conduct for Open Sea Sp. z o.o. suppliers	Document no:	001
		Revision:	00
		Valid from:	08.01.2023
		Approved by:	

This Code of Conduct defines the basic requirements for Open Sea suppliers of goods and services regarding their responsibilities towards their stakeholders and the environment. Open Sea reserves the right to reasonably change the requirements of this Code of Conduct and in such a case Open Sea expects the supplier to accept these reasonable changes.

The supplier hereby declares:

Legal compliance

- To comply with the laws of the applicable legal system

Prohibition of corruption and bribery

- Not to tolerate or engage in any form of corruption or bribery, incl. Awarding any payment or other form of good to an official with the purpose of trying to influence the decision-making process in violation of the law.

Respect for employees' basic human rights

- To promote equal opportunities for and treatment and employees regardless of skin color, race, nationality, social background, disability, sexual orientation, political or religious beliefs, gender, or age
- To respect the personal dignity, privacy, and rights of every individual
- To refuse to hire or let someone work against their will
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty sexual harassment discrimination
- Prohibiting behavior incl. gestures, language, physical contact that is sexual, coercive, threatening, abusive or exploitative
- To provide fair pay and to guarantee the applicable national statutory minimum wage
- To comply with the maximum number of working hours as stated in the applicable laws
- To recognize, as much as legally possible, the right of free association for employees and to neither favor nor discriminate against members of employee organizations or trade unions

Ban on child labor


- Not to hire full-time employees under the age of 15 or, in developing countries according to ILO (International Labor Organization) Convention 138, to hire full-time employees under the age of 14.

Health and safety for employees

- Taking responsibility for the health and safety of employees
- To control risks and take the best reasonable and possible safety measures against accidents and occupational diseases
- To provide training and ensure that employees are trained in health and safety issues

Environmental protection

- Acting in accordance with the applicable statutory and international standards regarding environmental pollution and making continuous improvements is within environmental protection
- To minimize environmental pollution and make continuous improvements in environmental protection
- To focus on optimizations within the environmental area and make environmentally sound decisions

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Supply chain

- To make the best possible effort to ensure that suppliers comply with this Code of Conduct
- To comply with the principles of non-discrimination in the selection and treatment of suppliers

Supplier declaration

We hereby declare:

- 1) That we have received a copy of the Code of Conduct for Open Sea suppliers (hereinafter referred to as the Code of Conduct) and undertake to comply with the principles and requirements set out in this agreement.
- 2) We consent to Open Sea, or a third party appointed by Open Sea carrying out unannounced inspections (audits) at our addresses to confirm that we comply with the Code of Conduct.
- 3) We confirm that we will do our best to pass on the content of the Code of Conduct to our suppliers and to convince them to meet the principles and requirements set forth in this Code of Conduct
- 4) We confirm that this declaration is subject to existing legislation

Place and date

Signature

Name (block letters), title

Company Stamp

This document must be signed by an authorized representative of the company and returned to Open Sea within 14 working days of receipt.