

1.

Otroško delo in mladi delavci: Dobavitelji se morajo držati najnižje starostne meje za zaposlitev, ki jo določa nacionalna zakonodaja ali konvencije Mednarodne organizacije dela (MOD) (kar je višje). Dobavitelji, ki zaposlujejo mlade delavce, morajo upoštevati tudi vse zakone in predpise, ki veljajo za te delavce, vključno s tistimi, ki se nanašajo na delovni čas, plače, delovne pogoje in vrsto opravljenega dela.

2.

Plače in ugodnosti: Dobavitelji morajo zagotoviti plače in ugodnosti, ki so v skladu z vsemi veljavnimi zakoni in predpisi ali ustrezajo prevladujočemu industrijskemu standardu (kar je višje). Odškodnina mora biti izplačana pravočasno, odtegljaji od plač pa se ne smejo izvajati iz disciplinskih razlogov, razen če to dovoljuje zakon in se s tem strinjajo delavci.

3.

Delovni čas: Dobavitelji morajo zagotoviti, da je delovni čas, vključno z nadurami, skladen z veljavno zakonodajo in mednarodnimi delovnimi standardi. Delavci morajo prejeti nadomestilo za nadurno delo po premijski stopnji, določeni v nacionalni zakonodaji, ali, če te ni, po stopnji, ki presega njihovo običajno urno postavko.

4.

Sodobno suženjstvo: Dobavitelji ne smejo uporabljati prisilnega dela, bodisi v obliki zaporniškega dela, pogodbenega dela, suženjskega dela ali kako drugače. Delavci morajo imeti možnost, da zapustijo zaposlitev po razumnem odpovednem roku brez kazni. Dobavitelji ne smejo hraniti originalnih identifikacijskih dokumentov zaposlenih.

5.

Spremljanje in skladnost: Merc d.o.o. si pridržuje pravico do preverjanja skladnosti dobaviteljev s temi zahtevami z revizijami, inšpekcijskimi pregledi in auditi. Dobavitelji morajo upoštevati vse veljavne zakone in predpise ter morajo biti sposobni dokazati skladnost na zahtevo. Vsaka kršitev teh zahtev lahko povzroči prekinitev poslovnega odnosa, vključno s pogodbami in naročilnicami. Dobavitelje spodbujamo, da presežejo standarde, določene v teh zahtevah, in nenehno izboljšujejo svojo socialno in okoljsko uspešnost. Od dobaviteljev se pričakuje, da razvijejo in izvajajo ustrezne programe usposabljanja za izobraževanje svojega osebja o teh zahtevah in sorodnih temah.

6.

Etično zaposlovanje: Dobavitelji morajo izvajati pregledne, poštene in zakonite prakse zaposlovanja, ki zagotavljajo, da so vsi zaposleni obravnavani z dostojanstvom in spoštovanjem.

7.

Brez pristojbin za zaposlovanje: Od delavcev se ne bi smelo zahtevati, da plačajo pristojbine za zaposlovanje ali druge povezane pristojbine za varno zaposlitev, vse zaračunane pristojbine pa je treba povrniti delavcu.

8.

Svoboda združevanja in kolektivnih pogajanj: Dobavitelji morajo priznati in spoštovati pravico zaposlenih, da se svobodno združujejo, organizirajo in kolektivno pogajajo v skladu z lokalnimi zakoni. Dobavitelji bi morali vzdrževati odprt in konstruktiven dialog z zaposlenimi in njihovimi predstavniki, da bi obravnavali delovne pogoje in pogoje zaposlitve.

9.

Nediskriminacija in nadlegovanje: Dobavitelji ne smejo diskriminirati pri zaposlovanju in zaposlovanju na podlagi rase, barve kože, vere, spola, starosti, telesne sposobnosti, nacionalnega porekla ali katerega koli drugega veljavnega zakonsko zaščenega statusa. Dobavitelji morajo zagotoviti delovno mesto brez nadlegovanja, ustrahovanja, zlorabe ali katere koli druge oblike neprimernega ravnanja in sprejeti takojšnje korektivne ukrepe, če pride do takšnega vedenja.

10.

Pravica žensk: Dobavitelji morajo ženskam zagotoviti enake možnosti, plače in ugodnosti ter spodbujati uravnoteženo in vključujoče okolje, ki temelji na spolu. Dobavitelji morajo zagotoviti porodniški dopust v skladu z lokalnimi zakoni in ne smejo diskriminirati žensk med zaposlitvijo zaradi nosečnosti.

11.

Raznolikost, pravičnost in vključenost: Od dobaviteljev se pričakuje, da bodo spodbujali raznoliko in vključujoče delovno okolje, v katerem je vsak zaposleni cenjen, spoštovan in lahko doseže svoj polni potencial. Dobavitelji morajo dejavno spodbujati enake možnosti za vse zaposlene, ne glede na njihovo ozadje ali značilnosti.

12.

Zemljiške in vodne pravice: Dobavitelj mora spoštovati zemljiške in vodne pravice lokalnih skupnosti ter zagotavljati njihovo svobodno, predhodno in informirano soglasje za vse dejavnosti, ki vplivajo na te vire. Dobavitelj mora izvajati trajnostne prakse za zmanjšanje vpliva na zemljo in vodo, onesnaževanja in izčrpavanja virov.

13.

Zdravje in varnost: Dobavitelji morajo zagotoviti varno in zdravo delovno okolje ter izvajati ustrezne ukrepe za preprečevanje nesreč, poškodb in izpostavljenosti tveganjem za zdravje. Dobavitelji morajo izvajati redne programe usposabljanja in ozaveščanja za izobraževanje zaposlenih o zdravstvenih in varnostnih protokolih in praksah.

14.

Boj proti korupciji in pranju denarja: Dobavitelji morajo strogo prepovedati vse oblike korupcije, podkupovanja in nezakonitih finančnih dejavnosti ter izvajati strog nadzor za preprečevanje pranja denarja. Dobavitelji morajo v celoti upoštevati vse veljavne zakone in predpise o boju proti korupciji in pranju denarja v jurisdikcijah, v katerih delujejo.

15.

Varstvo podatkov in varnost podatkov: Dobavitelji morajo izvajati učinkovite ukrepe za zaščito zaupnosti, celovitosti in razpoložljivosti podatkov, ki preprečujejo nepooblaščen dostop, razkritje, spreminjanje in uničenje. Dobavitelji morajo upoštevati vse veljavne zakone in predpise o varstvu podatkov, vključno z mednarodnimi standardi in načeli.

16.

Finančna odgovornost in točne evidence: Dobavitelji morajo voditi natančne in zanesljive finančne evidence, ki resnično in popolnoma odražajo vse poslovne transakcije v skladu z veljavnimi standardi računovodskega poročanja. Dobavitelji morajo imeti vzpostavljene učinkovite notranje kontrole, da zagotovijo finančno integriteto in odgovornost.

17.

Razkritje informacij: Dobavitelji morajo razkriti informacije o svojih poslovnih dejavnostih, strukturi, finančnem stanju in uspešnosti v skladu z veljavnimi zakoni in predpisi. Dobavitelji morajo nemudoma prijaviti kakršne koli pravne ali etične pomisleke ali kakršna koli navzkrižja interesov v zvezi z njihovim poslovnim odnosom z Merc d.o.o.

18.

Poštena konkurenca in protimonopolna konkurenca: Dobavitelji morajo svoje poslovanje voditi pošteno in konkurenčno, pri čemer se morajo vzdržati protikonkurenčnih praks ali vedenja, ki krši protimonopolne zakone. Dobavitelji morajo delovati v celoti v skladu z vsemi veljavnimi zakoni in predpisi o konkurenci in protimonopolnih pravilih. Merc d.o.o. si pridržuje pravico, da oceni in preveri spoštovanje dobaviteljev teh zahtev z revizijami, ocenami in pregledi. Dobavitelji morajo izpolniti vse pogodbene obveznosti in upoštevati vse veljavne zakone in predpise. Neizpolnjevanje teh zahtev lahko povzroči korektivne ukrepe, prekinitev pogodb in morebitne pravne posledice. Dobavitelje spodbujamo, da presežejo te zahteve in nenehno izboljšujejo svoje etične, socialne in okoljske standarde. Dobavitelji bi morali razviti programe usposabljanja in ozaveščanja, da bi zagotovili, da njihovi zaposleni in podizvajalci razumejo in izpolnjujejo te standarde.

19.

Navzkrižje interesov: Dobavitelji morajo nemudoma razkriti vsa navzkrižja interesov ali situacije, v katerih bi bilo mogoče razumno sklepati o navzkrižju, vključno s kakršnim koli odnosom z zaposlenimi v podjetju Merc d.o.o. Dobavitelji morajo zagotoviti, da se poslovne odločitve sprejemajo objektivno, brez kakršnih koli vplivov, ki bi lahko ogrozili presojo.

20.

Ponarejeni deli: Dobavitelji ne smejo uporabljati ali dobavljati ponarejenih delov in morajo izvajati strog nadzor kakovosti, da zagotovijo pristnost komponent. Vsak sum ali odkritje ponarejenih delov je treba nemudoma prijaviti podjetju Merc d.o.o.

21.

Intelektualna lastnina: Dobavitelji morajo spoštovati in varovati pravice intelektualne lastnine podjetja Merc d.o.o. in tretjih oseb, pri čemer morajo takšno lastnino uporabljati samo za pooblašene namene. Dobavitelji morajo podpisati in se držati sporazumov o zaupnosti, da zaščitijo občutljive podatke.

22.

Nadzor izvoza in gospodarske sankcije: Dobavitelji morajo upoštevati vse veljavne zakone, predpise in mednarodne sankcije za nadzor izvoza, pri čemer morajo zagotoviti, da se izdelki, storitve in informacije pravilno prenašajo, razkrivajo ali izvažajo. Dobavitelji morajo izvajati potrebno skrbnost, da preprečijo kakršne koli kršitve veljavnih zakonov o nadzoru izvoza in sankcijah.

23.

Žvižgaštvo in zaščita pred povračilnimi ukrepi: Dobavitelji morajo spodbujati svoje zaposlene, da prijavijo nezakonito ali neetično ravnanje, in morajo zagotoviti mehanizme za prijavo takšnih pomislekov brez strahu pred povračilnimi ukrepi. Dobavitelji se morajo zavezati politiki nemaščevanja, ki zagotavlja, da posamezniki, ki prijavijo kršitve ali pomisleke v dobri veri, niso podvrženi povračilnim ukrepom, ustrahovanju ali nadlegovanju.

24.

Emisije toplogrednih plinov: Dobavitelji si morajo dejavno prizadevati za zmanjšanje emisij toplogrednih plinov z izvajanjem učinkovitih strategij in tehnologij za zmanjšanje emisij.

25.

Energetska učinkovitost: Dobavitelji morajo v svojih operacijah izvajati prakse in tehnologije, namenjene izboljšanju energetske učinkovitosti. Dobavitelje spodbujamo, da nenehno izboljšujejo svojo energetska učinkovitost, sprejemajo inovativne rešitve in najboljše prakse pri upravljanju energije.

26.

Obnovljiva energija: Dobavitelji bi morali dati prednost uporabi obnovljivih virov energije in vlagati v projekte obnovljivih virov energije, kjer je to izvedljivo. Dobavitelje spodbujamo, da določijo ambiciozne cilje na področju energije iz obnovljivih virov in si prizadevajo za njihovo uresničitev, kar prispeva k globalnemu prehodu na trajnostno energijo.

27.

Upravljanje kakovosti in porabe vode: Dobavitelji morajo odgovorno upravljati z vodnimi viri, zagotavljati učinkovito rabo vode in zmanjševati onesnaževanje vode. Dobavitelji morajo oceniti tveganja, povezana z vodo, v svojem poslovanju in dobavnih verigah ter izvajati strategije za ublažitev teh tveganj.

28.

Kakovost zraka: Dobavitelji morajo nadzorovati in zmanjšati izpust onesnaževal v zrak ter upoštevati vse veljavne standarde in predpise o kakovosti zraka. Dobavitelje spodbujamo, da vlagajo v tehnologije in prakse, ki prispevajo k izboljšanju kakovosti zunanjega zraka.

29.

Odgovorno ravnanje s kemikalijami: Dobavitelji morajo odgovorno ravnati s kemikalijami, zagotavljati varno uporabo, skladiščenje in odstranjevanje ter zmanjševati izpust škodljivih snovi v okolje. Dobavitelji morajo razkriti informacije o kemikalijah, ki jih uporabljajo, zlasti tistih, ki so nevarne za zdravje in okolje.

30.

Zmanjšanje, ponovna uporaba in recikliranje odpadkov: Dobavitelji morajo izvajati strategije za zmanjšanje, ponovno uporabo in recikliranje odpadkov, pri čemer morajo dati prednost preusmerjanju odpadkov z odlagališč. Dobavitelje spodbujamo, da uporabljajo trajnostne možnosti pakiranja in sodelujejo v programih vračanja ali recikliranja embalaže.

31.

Kakovost tal: Dobavitelji bi morali izvajati kmetijske prakse in prakse rabe zemljišč, ki ohranjajo ali izboljšujejo zdravje tal ter preprečujejo erozijo in degradacijo. Dobavitelji morajo sprejeti ukrepe za preprečevanje onesnaženja tal s kemikalijami, odpadki in drugimi onesnaževali.

32.

Emisije hrupa: Dobavitelji morajo nadzorovati emisije hrupa iz svojih dejavnosti, da preprečijo motnje v lokalnih skupnostih in okolju. Dobavitelje spodbujamo, da vlagajo v tehnologije in prakse za zmanjšanje hrupa.

33.

Spremljanje in skladnost: Merc d.o.o. si pridržuje pravico, da preveri skladnost dobaviteljev s temi zahtevami z revizijami in ocenami. Dobavitelji so dolžni spoštovati vse veljavne zakone in pogodbene dogovore. Kršitev teh zahtev lahko povzroči korektivne ukrepe, prekinitev poslovnih odnosov in sodne postopke, kjer je to primerno.

34.

Nenehno izboljševanje in etična ozaveščenost: Dobavitelje spodbujamo, da sprejmejo višje etične standarde in prakse, ki presegajo minimalne zahteve, opisane v tem dokumentu. Dobavitelji bi morali uvesti programe usposabljanja za gojenje etične ozaveščenosti in skladnosti med svojimi zaposlenimi in podizvajalci.

Jernej Merc, direktor

datum, podpis

Dobavitelj: _____

datum, podpis

1.

Child Labor and Young Workers: Suppliers must adhere to the minimum employment age limit defined by national law or by International Labor Organization (ILO) conventions, whichever is higher. Suppliers employing young workers must also comply with any laws and regulations applicable to such workers, including those related to hours of work, wages, working conditions, and the type of work performed.

2.

Wages and Benefits: Suppliers must provide wages and benefits that comply with all applicable laws and regulations or match the prevailing industry standard, whichever is higher. Compensation must be rendered in a timely manner, and wage deductions must not be made for disciplinary reasons unless permitted by law and agreed to by workers.

3.

Working Hours: Suppliers must ensure that working hours, including overtime, comply with applicable laws and are consistent with international labor standards. Workers must be compensated for overtime hours at the premium rate established by national law or, in its absence, at a rate exceeding their regular hourly compensation rate.

4.

Modern Slavery: Suppliers must not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise. Workers must be free to leave their employment after reasonable notice without penalty. Suppliers must not retain employees' original identification documents.

5.

Monitoring and Compliance: Merc d.o.o. reserves the right to verify suppliers' compliance with these requirements through audits, inspections, and reviews. Suppliers must comply with all applicable laws and regulations and must be able to demonstrate compliance upon request. Any violation of these requirements may result in termination of the business relationship, including contracts and purchase orders. Suppliers are encouraged to exceed the standards set out in these requirements and to continuously improve their social and environmental performance. Suppliers are expected to develop and implement appropriate training programs to educate their staff on these requirements and related topics.

6.

Ethical Recruiting: Suppliers must implement transparent, fair, and lawful hiring practices, ensuring that all employees are treated with dignity and respect.

7.

No Recruitment Fees: Workers should not be required to pay recruitment fees or other related fees to secure employment, and any such fees charged must be reimbursed to the worker.

8.

Freedom of Association and Collective Bargaining: Suppliers must recognize and respect the right of employees to freely associate, organize, and collectively bargain in accordance with local laws. Suppliers should maintain an open and constructive dialogue with employees and their representatives to address working conditions and terms of employment.

9.

Non-Discrimination and Harassment: Suppliers must not discriminate in hiring and employment practices on the basis of race, color, religion, sex, age, physical ability, national origin, or any other applicable legally protected status. Suppliers must provide a workplace free from harassment, bullying, abuse, or any other form of improper conduct, and take

immediate corrective action if such behavior occurs.

10.

Women's Right: Suppliers must ensure equal opportunities, wages, and benefits to women, fostering a gender-balanced and inclusive environment. Suppliers must provide maternity leave in compliance with local laws and must not discriminate against women during hiring due to pregnancy.

11.

Diversity, Equity and Inclusion: Suppliers are expected to foster a diverse and inclusive work environment, where every employee is valued, respected, and can reach their full potential. Suppliers must actively promote equal opportunities for all employees, regardless of their background or characteristics.

12.

Land and Water Rights: The supplier must respect the land and water rights of local communities and ensure their free, prior and informed consent for all activities affecting these resources. The supplier must implement sustainable practices to reduce land and water impact, pollution and resource depletion.

13.

Health and Safety: Suppliers must provide a safe and healthy working environment, implementing appropriate measures to prevent accidents, injuries, and exposure to health risks. Suppliers must conduct regular training and awareness programs to educate employees about health and safety protocols and practices.

14.

Anti-Corruption and Anti-Money Laundering: Suppliers must strictly prohibit all forms of corruption, bribery, and illicit financial activities, implementing robust controls to prevent money laundering. Suppliers must fully comply with all applicable anti-corruption and anti-money laundering laws and regulations in the jurisdictions in which they operate.

15.

Data Protection and Data Security: Suppliers must implement effective measures to protect the confidentiality, integrity, and availability of data, preventing unauthorized access, disclosure, alteration, and destruction. Suppliers must comply with all applicable data protection laws and regulations, including international standards and principles.

16.

Financial Responsibility and Accurate Records: Suppliers must maintain accurate and reliable financial records, reflecting all business transactions truthfully and completely in accordance with applicable financial reporting standards. Suppliers must have effective internal controls in place to ensure financial integrity and responsibility.

17.

Disclosure of Information: Suppliers must disclose information regarding their business activities, structure, financial situation, and performance in accordance with applicable laws and regulations. Suppliers must promptly report any legal or ethical concerns, or any conflicts of interest, related to their business relationship with Merc d.o.o.

18.

Fair Competition and Anti-Trust: Suppliers must conduct their business in a fair and competitive manner, refraining from engaging in anti-competitive practices or behaviors that violate anti-trust laws. Suppliers must operate in full compliance with all applicable

competition and anti-trust laws and regulations. Merc d.o.o. reserves the right to assess and verify suppliers' adherence to these requirements through audits, assessments, and reviews. Suppliers must fulfill all contractual obligations and adhere to all applicable laws and regulations. Failure to comply with these requirements may result in corrective actions, termination of contracts, and potential legal consequences. Suppliers are encouraged to go beyond these requirements, continually improving their ethical, social and environmental standards. Suppliers should develop training and awareness programs to ensure their employees and subcontractors understand and comply with these standards.

19.

Conflicts of Interest: Suppliers must immediately disclose any conflicts of interest or situations where a conflict might reasonably be inferred, including any relationship with Meijer Handling Solutions employees. Suppliers must ensure that business decisions are made objectively, free from any influences that could compromise judgment.

20.

Counterfeit Parts: Suppliers must not use or supply counterfeit parts and must implement strict quality controls to ensure the authenticity of components. Any suspicion or detection of counterfeit parts must be promptly reported to Meijer Handling Solutions.

21.

Intellectual Property: Suppliers must respect and protect the intellectual property rights of Meijer Handling Solutions and third parties, using such property only for authorized purposes. Suppliers are required to sign and adhere to confidentiality agreements to safeguard sensitive information.

22.

Export Controls and Economic Sanctions: Suppliers must comply with all applicable export control laws, regulations, and international sanctions, ensuring that products, services, and information are properly transferred, disclosed, or exported. Suppliers must conduct due diligence to prevent any violations of applicable export controls and sanctions laws.

23.

Whistleblowing and Protection against Retaliation: Suppliers must encourage their employees to report illegal or unethical conduct and must provide mechanisms for reporting such concerns without fear of retaliation. Suppliers must commit to a non-retaliation policy, ensuring that individuals who report violations or concerns in good faith are not subject to retaliation, intimidation, or harassment.

24.

GHG Emissions: Suppliers must actively work to reduce their greenhouse gas (GHG) emissions through the implementation of effective emission reduction strategies and technologies. Suppliers are required to regularly monitor, document, and report their GHG emissions to Meijer Handling Solutions in a transparent and verifiable manner.

25.

Energy Efficiency: Suppliers must implement practices and technologies aimed at improving energy efficiency within their operations. Suppliers are encouraged to continually enhance their energy performance, adopting innovative solutions and best practices in energy management.

26.

Renewable Energy: Suppliers should prioritize the use of renewable energy sources and invest in renewable energy projects where feasible. Suppliers are encouraged to set and work towards ambitious renewable energy targets, contributing to the global transition to

sustainable energy.

27.

Water Quality and Consumption Management: Suppliers must manage water resources responsibly, ensuring efficient water use and minimizing water pollution. Suppliers are required to assess water-related risks in their operations and supply chains and implement strategies to mitigate these risks.

28.

Air Quality: Suppliers must control and minimize the release of pollutants into the air, adhering to all applicable air quality standards and regulations. Suppliers are encouraged to invest in technologies and practices that contribute to improving ambient air quality.

29.

Responsible Chemical Management: Suppliers must manage chemicals responsibly, ensuring safe use, storage, and disposal and minimizing the release of harmful substances into the environment. Suppliers are required to disclose information about the chemicals they use, particularly those that are hazardous to health and the environment.

30.

Waste Reduction, Reuse, and Recycling: Suppliers must implement strategies to reduce, reuse, and recycle waste, prioritizing waste diversion from landfills. Suppliers are encouraged to use sustainable packaging options and to participate in packaging takeback or recycling programs.

31.

Soil Quality: Suppliers should implement agricultural and land use practices that maintain or enhance soil health and prevent erosion and degradation. Suppliers must take steps to prevent soil contamination from chemicals, waste, and other pollutants.

32.

Noise Emissions: Suppliers must control noise emissions from their operations to prevent disturbances to local communities and the environment. Suppliers are encouraged to invest in noise reduction technologies and practices.

33.

Monitoring and Compliance: Merc d.o.o. reserves the right to verify supplier compliance with these requirements through audits and assessments. Suppliers are obliged to uphold all applicable laws and contractual agreements. Violation of these requirements may result in corrective actions, termination of business relationships, and legal proceedings, where applicable.

34.

Continuous Improvement and Ethical Awareness: Suppliers are encouraged to adopt higher ethical standards and practices, going beyond the minimum requirements outlined herein. Suppliers should institute training programs to cultivate ethical awareness and compliance among their employees and subcontractors.

Jernej Merc, director

Supplier: _____

date, signature

date, signature