



## **SUPPLIER CODE OF CONDUCT**

June 2025

### **Introduction**

SIA PKL Latvia is committed to operating responsibly, ethically, and in compliance with all applicable laws and standards. We expect the same commitment from our suppliers, who play a key role in delivering our services safely and sustainably. This Supplier Code of Conduct sets out the minimum standards that we expect all our suppliers to meet when doing business with us.

### **Legal Compliance and Business Integrity**

- Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate.
- Bribery, corruption, extortion, or any other form of unethical business practice is strictly prohibited.
- Suppliers must not engage in or support any form of money laundering, terrorist financing, or sanctions violations.
- Business must be conducted in a fair, transparent, and ethical manner at all times.
- Any conflicts of interest or undue influence must be avoided and disclosed.

### **Human Rights and Labour Standards**

- Suppliers must respect internationally recognized human rights and labor standards, including those outlined by the ILO.
- Child labor, forced labor, and modern slavery are strictly forbidden.
- Suppliers must promote equal treatment and non-discrimination regardless of gender, age, ethnicity, religion, disability, or other status.
- Workers must be treated with dignity and respect. Harassment or abuse of any kind is not tolerated.
- Freedom of association and collective bargaining must be respected in accordance with applicable laws.

### **Health, Safety, and Well-being**

- A safe and healthy working environment must be provided for all employees, whether on land or at sea.
- Suppliers must implement adequate health and safety policies and ensure their employees are trained accordingly.
- Occupational safety risks must be monitored and minimized, especially in marine and port operations.
- Suppliers must report serious incidents to PKL Latvia where relevant.



### **Environmental Responsibility**

- Suppliers must comply with all applicable environmental laws and regulations.
- Operations should be conducted in a way that minimizes environmental harm, including climate, marine ecosystems, and biodiversity.
- Suppliers are encouraged to improve environmental performance continuously and be prepared for environmental risks.

### **Confidentiality and Data Protection**

- Suppliers must safeguard confidential information and comply with applicable data protection and information security laws.
- Personal data and business information must be handled with care, integrity, and security.

### **Fair Competition**

- Suppliers must conduct business in accordance with applicable competition laws.
- Procurement and commercial interactions must be conducted fairly and free of any anticompetitive practices.

### **Political and Religious Neutrality**

- Suppliers are expected to respect diversity and remain neutral in political and religious matters, unless otherwise required by law or regulation.

### **Anti-Corruption and Gifts**

- PKL Latvia has zero tolerance for corruption.
- Only modest, customary business gifts and hospitality may be offered or accepted – and never to influence a business decision.

### **Reporting Violations**

- Suppliers must report any breaches or suspected violations of this Code of Conduct to PKL Latvia.
- In serious cases, suppliers may be requested to cooperate in investigations or audits.
- Breaches may result in termination of the business relationship.