

Date of entrance into force including 1. 12. 2025.

Code of Conduct for Suppliers

- 1) The Purchaser, as a member of the Telekom Austria Group is committed to conducting business honestly, fairly and transparently. As a matter of course, the Purchaser complies with all applicable laws and principles of business ethics. Such compliance Purchaser also expects from its suppliers.
- 2) The Purchaser expects from Supplier to behave in accordance with the law and with integrity in accordance with the principles of conduct set out in the [A1 Code of conduct](#) .
- 3) The Supplier shall ensure that in connection with the performance of the Agreement all regulations of the International Labour Organisation (ILO) regarding the rights of workers and their working environment (minimum standards such as compliance with human rights, prohibition of child labour and forced labour, appropriate remuneration, etc) are adhered to. The Supplier shall ensure that these obligations are binding upon its suppliers.
- 4) The Supplier confirms that there are no intermediaries who gain a personal advantage and/or pecuniary benefit etc. in connection with the conclusion of the Agreement with the Purchaser.
- 5) The Supplier shall avoid any situations that suggest conflict of interest towards the Purchaser and Telekom Austria Group and further commits to refrain from any actions which could cause any harm to the Purchaser and Telekom Austria Group, in particular any actions which could cause harm to their reputation.
- 6) The Supplier warrants to comply with all applicable legislation of Republic of Slovenia.
- 7) The Purchaser does not accept any corruption and bribery. In particular, the Supplier must not demand, offer, or grant any undue advantages – if against moral standards – or other benefits.
- 8) The violation of the provisions of this Code of Conduct shall constitute a material default which entitles the Purchaser to terminate the Agreement with immediate effect.
- 9) In such case the Supplier will lose his entitlement to the agreed remuneration unless services have been rendered/deliveries have been made which can be used by the Purchaser. This is without prejudice to Purchaser's right to claim damages. The Supplier shall be liable vis-à-vis Purchaser for any disadvantages and shall bear all additional costs which may arise in connection with such termination due to the default of the Supplier.