

## **Mediterranean Olive House (MOH)**

### **Code of Conduct & Corporate Social Responsibility**

MOH is a Greek company with operations in many different countries where different laws, cultures, values and traditions apply. In all areas in which we operate we are aware of and respect the views of the general public and effects of our operations, which impose exacting demands on the way we conduct our work. At the same time as we strive for future profitable growth and continued success, we are committed of contributing to a sustainable development by assuming our social and environmental responsibility and by doing business in a highly ethical manner.

Our solid belief is that the best and most beneficial and successful business conducted between parties is based on honesty, respect, accountability and professional behavior. We create competitiveness and cost benefits by ensuring a high level of professional achievement and never resort to unethical or illegal business practices. We will never do business with someone who is likely to harm or jeopardize our brand-name or reputation. Our ethical requirements and code of conduct for all of our suppliers are primarily based on the UN ten principles (Global Compact) in the areas of human rights, labor, the environment and anti-corruption, as follows;

#### **HUMAN RIGHTS**

Principle 1: MOH suppliers must support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

#### **LABOR**

Principle 3: MOH suppliers must uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

#### **ENVIRONMENT**

Principle 7: MOH suppliers must support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Our belief is that all environmental considerations and challenges are very important and of profound interest.

#### **ANTI-CORRUPTION**

Principle 10: MOH suppliers must work against corruption in all its forms, including extortion and bribery.

**In practical terms this means that;**

Overriding international laws must always be followed.

Each supplier must comply with labor and employment laws, as well as laws governing remuneration and collective bargaining.

The supplier's facilities must comply with statutory and agreed health- and safety rules.

The supplier must have a contingency and evacuation plan.

The supplier must never, in any way, discriminate employees or in employment decisions.

All employment with the supplier must be voluntary.

All employees must be treated humanely.

All of the supplier's employees must have a specified minimum age.

All of the supplier's employees must work less than a specified maximum number of hours per week.

An environmental friendly alternative or consideration to the principle caution must always be given as high priority as possible when choosing between different alternatives.

The supplier must never be related to any form of corruption, extortion or bribery in any relation.

The compliance with these requirements and are subject to monitoring by MOH at any time.