



## Code of Conduct for Suppliers of Bulgarian Stock Exchange

### PREAMBLE

Bulgarian Stock Exchange is conscious of its social and ecological responsibility and is committed to sustainability principles. This Code of Conduct defines the principles and standards required of BSE's suppliers of products and services regarding their responsibilities to people and the environment. BSE's goal is to drive excellence in these areas throughout its own organisation and to support and influence positively the development of these areas in its supply chain. BSE considers that it must lead by example in the way it does business.

BSE expects that its suppliers actively endeavour to observe the contents of the Code of Conduct below.

### KEY PRINCIPLES

BSE supports the following principles and expects its suppliers to adhere to them:

- to comply with all applicable laws and regulations.
- to work against corruption in all its forms, including extortion and bribery.
- to undertake initiatives to promote greater environmental responsibility.
- to encourage the development and diffusion of environmentally friendly technologies.
- to respect the protection of human rights.
- not to be complicit in human rights abuses.
- to uphold the freedom of association and the effective recognition of the right to collective bargaining.
- not to make use of any forms of forced and compulsory labour or child labour.
- to prevent discrimination in respect of employment.

BSE makes these principles key drivers of its purchasing policy and an integral part with the relationship with its suppliers.

### **I. Economic sustainability and business integrity**

1. BSE aims for a relationship with the supplier based on fairness and partnership and expects that the Supplier's business should be conducted in accordance with all applicable laws of the countries where it conducts its businesses and any other applicable foreign jurisdictions.
2. BSE expects the supplier not to tolerate any kind of corruption and to operate internal anti-bribery and anti-corruption measures.
3. The supplier is firmly committed to conducting business in full compliance with all applicable anti-money laundering legislations, regulations, rules, etc. to prevent money laundering and terrorist financing.

### **II. Environmental protection**

1. BSE expects the supplier to seek to use environmentally-friendly methods in its operational processes and technologies.
2. BSE expects the supplier to observe national legal standards and international environmental protection standards.
3. BSE expects the supplier to minimise its environmental burden and continuously improve its environmental protection standards.
4. BSE expects the supplier to encourage the development and diffusion of environmentally friendly technologies.
5. BSE expects the supplier to endeavour to reduce operational environmental impacts, such as the reduction of resource or water consumption, air emissions, management of hazardous materials, recycling and waste production.

### **III. Social and ethical responsibility**

1. BSE expects the supplier to pursue a policy of equal opportunities and non-discrimination for its employees, regardless of their skin colour, race, nationality, social background, any disability they may have, sexual orientation, political or religious convictions, gender, or age.
2. BSE expects the supplier to respect the personal dignity, privacy, and personal rights of every individual.
3. BSE expects the supplier never to: employ anyone against his or her will, force anyone to work, exploit anyone or tolerate human trafficking. In addition, BSE expects the supplier to have in place internal measures to ensure modern slavery is not taking place within its business or supply chain.
4. BSE expects the supplier not to tolerate unacceptable treatment of employees, such as emotional abuse, corporal punishment, sexual or personal harassment.
5. BSE expects the supplier to offer appropriate remuneration and to observe the relevant national minimum wage legislation.
6. BSE expects the supplier to observe the legal provisions regarding maximum working hours applicable in the relevant country.

7. BSE expects the supplier to recognise its employees' freedom of association, and not to discriminate, either in favour of or against, members of employee organisations or trade unions.

8. BSE expects the supplier not, directly nor indirectly, make use of child labour.

9. BSE expects the supplier to take responsibility for the health and safety of its employees, provide them working environment that minimises risks and ensure that the best possible precautions are taken against accidents and occupational disease.

By becoming a supplier with and by providing products and/or services to BSE the supplier commits to adhere to the principles and philosophy of the Supplier Code of Conduct throughout its relationship with BSE in order to help BSE to meet its values and principles as described in the Code of Conduct and to actively manage its overall social and environmental impact. BSE may conduct surveys of the social and environmental performance of its suppliers and may in its absolute discretion terminate its relationship with any supplier in the case of material breach of the Code.

This Code was adopted by the BSE Sustainability Committee on May 30, 2023. and approved by the Board of Directors of the company at a meeting held on June 01, 2023, effective from the latter date.