

CODE OF BUSINESS ETHICS

The multinational customers of PL Beauty Cosmetics Kft. expect us to conduct our business activity in accordance with the norms of business ethics, and we as well require this from our supplier partners. This code includes the ethical norms we consider fundamental in our business relationships and which we expect to be followed by our business partners.

Products and services - PL Beauty Cosmetics Kft. expects its suppliers to provide safe products and services that meet the quality requirements set by the submitted orders and to present genuine, sufficient, proper and clear information in due time about their products or services.

Communication – We expect our business partners to follow civilized behavioral norms in the course of either their oral or written communication, as well as to treat confidentially all information that come to their notice about their business partners.

Statements, reports – We expect our partners not to forge any financial or accounting statements or reports.

Human rights – Partners of PL Beauty Cosmetics Kft. shall respect their employees' right to the freedom of religious beliefs, to the freedom of assembly, their right to rest, to leisure and their entitlement to regular paid leave. They shall also dedicate themselves to fair employment and payment practices that are in accordance with the relevant legislation.

Discrimination - Partners of PL Beauty Cosmetics Kft. shall not discriminate their employees based on their gender, marital status, age, ethnicity, race, religious or political beliefs, disability or sexual orientation.

Harassment – The business partners of PL Beauty Cosmetics Kft. are required not to behave in a manner that may be considered violent, intimidating, hateful, ill-intentioned or offensive by anyone.

Child labour, forced labour - The business partners of PL Beauty Cosmetics Kft. shall not tolerate any form of forced, slave or child labour.

Health and safety at work, environmental protection - The business partners of PL Beauty Cosmetics Kft. shall adhere to the regulations of occupational health and safety, safety management and environmental protection.

Corruption - The business partners of PL Beauty Cosmetics Kft. shall devote themselves to bribery- and corruption-free business practices, including the rejection of offers of fraudulent payment, either proposed or received by employees or organisations.

Fair competition - The business partners of PL Beauty Cosmetics Kft. shall conduct their business activity with respect to the norms of fair competition and in accordance with the respective rules on competition.

Unauthorised land grabbing - The business partners of PL Beauty Cosmetics Kft. shall not take part in unauthorised land grabbing, but shall bear in mind the interests and rights of indigenous people, in case they practice their business activity in an area where this should be relevant.

PL Beauty Cosmetics Kft. hereby invites and urges its business partners to apply the above elected provisions in their entire supplier, subcontractor and business partner chains.

Veszprém, 18 October, 2024

István Vincze
Managing Director