

# SUPPLIER ETHICS CODE





# SUPPLIER ETHICS CODE

## INTRODUCTION

In a business environment marked by trade globalisation, the purpose of Danubius Hotels and Ensana hotels (hereinafter referred to as “Danubius Hotels and Ensana”) suppliers ethics code is to reiterate the Danubius Hotels and Ensana’s attachment to universally recognised fundamental principles and to promote respect for these principles amongst its suppliers, clients and partners (hereinafter referred to as “Partners”) by developing sound and transparent business practices. Danubius Hotels and Ensana also commit to fighting corruption, conducting due diligence and observing and implementing competition law rules. These commitments, which Danubius Hotels and Ensana observe in its branches are devoted solidly to the firm’s ethical values: security and safety under all circumstances, open and honest communication, sense of responsibility towards all people involved in business, openness to ideas and concerns as well, also acting fairly and honestly in our business environment.

## THE CODE’S SCOPE OF APPLICATION

This code’s provisions apply to all Partners (including their subcontractors across the entire supply chain regardless of position). Signing this code is the prerequisite for the establishment and continuation of any business relationship. The Partner must fully comply with applicable regulations, specifically regarding social, labour, quality, food safety and environmental laws. The Partner must study each item of this code, and, in every instance, apply the strictest standards.



## CODE PROVISIONS

### Employment/Work Conditions

- Child labour is unacceptable. Employees must not be younger than the minimum legal working age in the country in question, or than the age of completion of compulsory schooling in this country, and, in any case, no younger than 16 years of age.
- Forced labour is not tolerated in any form whatsoever. All behaviour resembling moral or sexual harassment is not tolerated. All forms of corporal or psychological punishment, verbal abuse, as well as all forms of intimidation, are prohibited.  
The work must be conducted within the framework of a recognised relationship, established in accordance with national legislation.
- The necessary measures must be undertaken by the Partner to provide a clean, safe and healthy working environment. Danubius Hotels and Ensana strongly ask the Partner to refrain from any manufacturing process with adverse health effects.  
The Partner must take appropriate accident and fire prevention measures and see to it that the buildings and equipment applied are sturdy, stable and safe. Outreach and risk prevention training sessions must be presented and documented regularly.
- Working time must follow local legal standards; overtime must not exceed legal limits. Employees are entitled to annual paid leave, fringe benefits, social security coverage and statutory holidays as defined under national law. Employees must be compensated for the standard hours worked. Overtime work must be paid at the legal increased rate. Employees shall also receive proof of payment of their salary. The payroll payment schedule must be no more than monthly.
- The Partner must comply with applicable laws and rules concerning compensation, income and all other forms of fringe benefits.



- The Partner commits to recognise its employees right, without prior authorisation, to form organisations of their choice, as well to become affiliated with them and to freely and independently bargain collectively.

### **ABSENCE OF DISCRIMINATION**

Danubius Hotels and Ensana refrain from all discrimination and expects its Partner to ensure that no discrimination in any form whatsoever exists in its businesses, whether as part of recruitment, hiring, remuneration, training, working conditions, assignment, discipline, promotion/advancement, termination of employment relationships or retirement. The same applies for all criteria related to race, ancestry, caste, social, national or ethnic origin, religion, marital status, pregnancy, age, handicap, illness, gender, sexual orientation, union or political affiliation, political opinions or any other characteristic or personal belief.

All distinctions in treatment must be exclusively based on professional skills and experience.

### **BRIBERY AND CORRUPTION**

In accordance with CP Holding's Anti-bribery & Anti-corruption Policy, Danubius Hotels and Ensana have zero-tolerance for bribery and corrupt activities and the Partner implements measures to prevent them. The rules of conduct and ethical standards advocating integrity and involving the elusion of all situations of conflict of interest. The policy refers to actual and potential clients, suppliers and employees in all countries where Danubius Hotels and Ensana are present. The Partner may provide normal gestures of hospitality up to 30Euro per annum if it is appropriate for the circumstances (e.g.: type (never cash), transparency, goal and time). The provisions pertaining to the fight against corruption are imposed on the Partner and all its agents and representatives. The relationships between Danubius Hotels and Ensana and its Partners are based on the principle of acting in good faith on a professional and fair way in the conduct of business.



Danubius Hotels and Ensana reserve the right to terminate a contractual relationship with a Partner if Danubius Hotels and Ensana have a reasonable suspicion the Partner breached the Anti-Bribery Policy. CP Holding's Anti-bribery & Anti-corruption Policy is available on the website of Danubius Hotels and Ensana.

## **ENVIRONMENTAL ASPECTS**

Danubius Hotels and Ensana commit to the protection of the environment and the preservation of natural resources. Danubius Hotels and Ensana expect that its Partner will act responsibly in this area. The Partner must promote alternatives to harmful manufacturing practices by encouraging the use of products obtained or manufactured using methods that respect the environment and ensuring that procedures for hazardous materials fully comply with legal requirements.

## **COOPERATION, TRANSPARENCY AND MONITORING**

The Partner must inform and train its employees – regardless to their place of work – concerning their rights and duties as defined by this code and local applicable laws.

Moreover, Partner cooperates with Danubius Hotels and Ensana in the course of execution of this Codex by its transparent operation (it may keep registers, ensure monitoring visits, improve its internal procedures, and accept proper measures if necessary).

## **CORRECTIVE ACTIONS AND SANCTIONS**

Given Danubius Hotels and Ensana's desire to foster productive long-term relationships with its Partner, each instance of monitoring may lead to a negotiated corrective action plan between the supplier and Danubius Hotels and Ensana, except for serious breaches (corruption, forced labour, child labour, violation of human rights, opaque subcontracting, etc.) leading to the immediate termination of business relationships.



## CHANGES TO THE CODE

This code will change based on practical experiences, changes of circumstances, legal requirements, or updates to CP Holding's ethics charter. Danubius Hotels and Ensana will therefore assure that this code is regularly revised, updated, and delivered to its Partners via its website.

By signing this code, the Partner assumes to accept its full content (including its amendments from time to time) and undertakes to ensure the compliance by its own subcontractors and Partners.

Issued: **Budapest, 18 December 2020**

On behalf of Danubius Hotels  
and Ensana:

On behalf of the Partner:

---

Name: **László KÖVESDI**  
Job Title: **Director of Procurements**

---

Name:  
Job Title: