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Approved by:



Date: 02.01.2020r.

We at Neft Oil EOOD strive to build and constantly develop beneficial relationships with our suppliers based on integrity, trust and sharing of common values. This Code of Conduct for Suppliers outlines our company's expectations for establishing and maintaining business relationships with our partners. Our goal is to engage our supply chain for responsible behavior to society and the environment and to encourage the participants in it to respect, follow and apply the rules that we follow in our daily work.

1. Business Ethics

We require our suppliers to carry out their business in strict compliance with all applicable regulatory requirements. We expect them to adhere to the highest standards of ethical conduct in every aspect of their business, and not to engage in any form of corruption practices.

They must supply products and services that meet the quality, safety and environmental criteria set out in the relevant contract terms.

Suppliers are obliged to keep any information regarding Neft Oil EOOD and its customers in a reliable and safe manner. It must be treated as confidential and all necessary steps must be taken to protect it from unauthorized access.

The processing of personal data must comply with all provisions of the General Data Protection Regulation (Regulation (EU) 2016/679).

2. Human rights

Neft Oil EOOD expects its suppliers to treat their employees with dignity and respect, to take account of the human rights, to provide equal opportunities for their staff and not to apply any form of discrimination in their employment and recruitment practices based on race, religion, gender, sexual orientation, age, physical ability, health status, political affiliation, nationality, social or ethnic background, union membership, or marital status.

Providers should respect and take account of the right of their employees to join trade unions, associations or other legitimate organizations.


Compliance with the statutory requirements for minimum restrictions on working age and not using child labor is also mandatory.

Suppliers must comply with applicable working hours, rests, vacation and pay regulations.

3. Occupational safety and health protection

We expect our suppliers to provide and maintain a healthy and safe working environment in accordance with the international standards and national legislation, including, but not limited to:

- identify, evaluate and control hazards and risks by taking the necessary precautions to prevent incidents, occupational diseases and foreseeable emergencies;
- develop and implement appropriate systems for tracking, investigating and applying the conclusions drawn from incidents and accidents that have occurred;
- maintain their staff's preparedness for emergency response;
- when the hazards cannot be eliminated and the risks reduced otherwise, provide appropriate individual protective equipment and work clothing to their staff, and set up an organization for their intended use;
- provide staff with the necessary qualifications, as well as an effective training program that maintains an appropriate level of knowledge, skills and abilities;
- provide their staff with job descriptions, instructions and safe work rules, as well as carry out all necessary types of briefing;
- to provide their staff with preliminary and periodic medical examinations in accordance with the legislation in force and ensure for each contract that there are no medical contraindications for carrying out the specific assigned activity under the specific work conditions;
- where the nature of the activity involved presupposes the presence of supplier's personnel on the territory of Neft Oil EOOD and/or its customers and counterparties, ensure compliance with the established order at the site and with all specific internal company rules which they have been duly informed in advance of;

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- where applicable, to ensure work equipment for carrying out the assigned work that is in good working order, secured and provided with all the required documents and certificates, and having all the necessary licenses or permits, where required, for performing the assigned activity;

4. Environment Protection

Suppliers must carry out their activities in compliance with the requirements of all applicable environmental laws and regulations and in such a way as to ensure environmental protection and minimizing their environmental effects. Providers are encouraged to:

- to preserve the natural resources, to reduce to the possible minimum the consumption of water, electricity, fuels, etc.;
- make efforts to reduce the amount of waste generated by the activity;
- avoid the use of hazardous materials where possible;
- to organize activities related to reuse and recycling.

Where applicable, suppliers must obtain all necessary environmental permits, licenses, information registrations and maintain their validity during the contractual relationship with Neft Oil EOOD, in compliance with their operational and reporting requirements.

Neft Oil EOOD adheres to the principles set out in this Code of Conduct when choosing a supplier and reserves the right to monitor its current compliance therewith. This Code is in addition to, and not in place of, any statutory agreement or contract between a provider and our company. Although the clauses of this Code are guidelines only, it should be noted that any breach thereof could result in termination of the business relationship between Neft Oil EOOD and the respective supplier. Suppliers are expected to apply the same or substantially similar principles to the third parties whom they work jointly with for supplying goods and services to Neft Oil EOOD.