

CORPORATE SOCIAL RESPONSIBILITY

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Message from the CEO:**Dear partners and colleagues,**

The aim of Autostop Global as a corporation is to support the society with responsibility and you as part of our corporation you must follow Autostop principles of business conduct. This policy will help us to monitor our own actions and tells us to whom we should turn whenever we are faced with questions regarding compliance. Our decisions are and must be legal, ethical and responsible. Doing the right thing is not always easy, but it is necessary. Autostop Global provides information, resources and advice to prevent violations of the law or company policies. We make every effort to cooperate with government authorities while at the same time protecting company and our customers, interests and rights. Whenever we provide company information, or make public announcements, we do so completely, correctly and timely.

I would like to emphasize that, to me, this not simply a question of formal compliance with legal requirements, rules and regulations, or avoiding possible penalties. What counts is that each of us is truly convinced of the importance of always acting in accordance with these principles. Let's work together to successfully develop a better society for our children's which are the future citizens that people and our clients trust, because that is what matters.

Panayiotis Pitsikos

President & Chief Executive Officer

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INTRODUCTION

The following CSR requirements define the expectations of Autostop Global in cooperation with business partners, suppliers and other interested parties.

1. Relationship with domestic law

Subject to the provisions of these Principles, Autostop Global as a supplier and our suppliers must comply with domestic regulations. When the provisions of domestic regulations and the Principle in the same will apply. In case any of the conditions in these Principles conflict with domestic regulations, so that its application would constitute a violation of them, the highest standards in line with domestic regulations will apply.

2. Conditions of employment

Autostop Global (and their suppliers) will provide a wage for work that meets all domestic legal standards on minimum earnings. Employees must be informed in a clear and timely manner on which basis they will be paid. Autostop Global (and their suppliers) will ensure that the working hours are not too long and at the very least consistent with the positive domestic regulations. Autostop Global (and their suppliers) will respect the need of each individual employee for the respite and will ensure that all employees have the right to an adequate paid absence from.

3. Human Rights and Working hours

Autostop Global (and their suppliers) undertakes to respect internationally proclaimed and recognized human rights and will not hide from being in any way complicit in human rights violation. Autostop Global (and their suppliers) will respect the personal dignity, privacy and right of each individual. The company is committed to respecting gender equality, empowering female employees, providing equal opportunities for advancement and achieving full potential. The company will comply with local working time laws, including overtime.

4. Wages and Benefits

Autostop Global (and their suppliers) will provide compensation and benefits that are in accordance with applicable local laws, including minimum wage laws, overtime pay, and statutory benefits.

5.0 Standards of work

5.1 Freedom of association and the right to collective bargaining

Autostop Global (and their suppliers) will secure and recognize the right to free association, and where a significant proportion of workers agree on this, and the right to collective bargaining between employees and/or workers (employees and/or workers will hereinafter collectively referred to as "Employees"). Shall not discriminate at the expense of representative functions in the workplace. In cases where the right of freedom of association and collective bargaining is limited in accordance with domestic law, Autostop Global (and required from their suppliers) will allow employees to freely choose their representatives.

5.2 Forced labour

Autostop Global (and their suppliers) will not use compulsory or forced labour, including other forced labours. The company shall ensure that there is freedom of choice in respect of the employment relationship between the employee and Autostop Global (and their suppliers) without any threat. Autostop Global (and their suppliers) shall ensure that all employees have the right to freely terminate their employment/leave the service with due respect for a reasonable period of notice. Employees will not be required to deposit cash deposits, personal documents or the like to obtain or retain a job.

5.3 Child Labour and young workers

Autostop Global (and their suppliers) will not employ children or otherwise use children's work. In these Principles, the word "child" means any person under the age of 15, unless domestic law or domestic law prescribes an older mandatory age in which a child can leave school or an older minimum age for a child for employment, in which case this will apply older age. "Child labour" means every work of a child or a young person, unless this work is considered acceptable under the International Labour Organization Convention on Minimum Age for Employment. If any child is found to be at work in the Supplier's premises, the Supplier shall take prompt action to resolve this situation in accordance with the best interest of the child.

6. Rights of Minorities and Indigenous Peoples

Autostop Global (and their suppliers) recognizes and respects the rights minorities and indigenous peoples, and strives to promote open dialogue between different cultures in the places where company carries out its activities.

7. Modern slavery

Autostop Global (and their suppliers) will not use compulsory or forced labor or service under the threat of any penalty for which the employee did not report himself willingly, including other forced efforts (forced overtime, human trafficking, retention of employee documents etc.). Autostop Global (and their suppliers) will ensure that The Modern Slavery Act 2015 of the Parliament of the United Kingdom to combat modern slavery is followed. Autostop Global (and their suppliers) shall ensure the freedom of choice concerning the work relation between the employee and the company without any threat. Autostop Global (and their suppliers) shall ensure that all employees have the right to terminate their employment freely/leave the company with respect in a reasonable period. Employees will not be required to deposit cash deposits, personal documents or similar due to obtaining or retaining a job.

8. Protection of personal data

Personal data relating to the employee may not be made available to a third party, except in cases determined by law or if it is necessary to prove the rights and obligations arising from the employment relationship or in connection with work. The employee has the right to inspect documents containing personal data kept by the employer, and relate to him personally, and has the right to request the deletion of data that are not of immediate importance for the work he performs, as well as the correction of incorrect data. Personal data may be collected and submitted to third parties only by an employee authorized by the director.

9. Disclosure of information

Business secrets are documents and data specified in the general act of the employer whose disclosure to unauthorized persons would be contrary to the employer's business and damaging to its interests and business success. Employees are obliged to keep business secrets even after the termination of employment. If the employee does not act in accordance with the regulations on business secrets and his actions lead to a significant violation of business, he thus violates the work obligation due to which he may be terminated from the employment contract.

10. Intellectual property

Copyright law protects original expression such as written materials, works of art and music. Copyright law prohibits unauthorized copying, distribution, display and performance of a protected form of expression. Copyright infringement may result in legal sanctions. Suppliers must respect the protected works of Autostop Global and have an obligation to notify in a timely manner if they learn that an employee or third party has filed any claim or complaint against the company.

11. Non-discrimination and harassment

Autostop Global (and their suppliers) will prohibit direct or indirect negative discrimination based on race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, family or other status, and promote the equality of opportunity or treatment in terms of employment and choice of interest. Autostop Global (and their suppliers) will prohibit and will not tolerate sexual harassment, speech or physical contact that is sexual or gestures of discrimination.

12. Diversity, equity, inclusion

Autostop Global (and their suppliers) will ensure a work environment where all employees feel welcome, equal and respected. Diversity and inclusion are considered our strength and make our company stronger. Autostop Global (and their suppliers) provide equal opportunities to our employees, act inclusively in employment and prohibit any form of discrimination, any of its unlawful or degrading treatment, including mental cruelty, sexual harassment or gestures of discrimination, speech or physical contact that is sexual or constituting forcible, threatening, insulting or exploiting.

13. Ethical recruiting

Autostop Global (and their suppliers) treat all individuals with respect, dignity and fairness, regardless of their origin, nationality or any other characteristic. Autostop Global (and their suppliers) provide equal opportunities to all applicants and ensure that our recruitment processes are objective, free of discrimination or unfair treatment. Autostop Global (and their suppliers) is committed to the principles of equal employment opportunity and strive to create equal conditions for all. Autostop Global (and their suppliers) create an inclusive and supportive environment that values diverse perspectives and experiences.

14. Conflicts of interest

A conflict of interest is any situation in which an employee is able to make or influence a business decision for Autostop Global (and their suppliers) if his or her personal interest or that of other related parties differs from that of company. Employees of Autostop Global (and their suppliers) have a duty to act in the best interests of the company. Their personal interests should not be influenced, nor should the illusion of their influence on objective judgment in any business decision that should be created. These guidelines also apply to all persons working on behalf of Autostop Global (and their suppliers), which includes employees, officers, directors, advisors and representatives.

15. Health and Safety

Autostop Global (and their suppliers) will ensure that employees have a healthy and safe working environment in accordance with domestic regulations and internationally recognized standards. The company (and their suppliers) will take all measures that are in his power to control the risk and take the necessary precautions to prevent injuries in the workplace and occupational diseases. Whenever necessary, employees will be provided with appropriate personal protective equipment and will receive an order for its use. By adopting Occupational health and safety and introducing the system, H&S protection is becoming part of the daily operations of. Although we are not legally obliged to implement the ISO 45001:2018 standard, our desire is to draw attention to this very important issue by example and work, which, if not taken care of, can have negative consequences for the life health and safety of people. Autostop Global (and their suppliers) will provide appropriate regular training in order to ensure that employees are adequately educated on issues related to health and safety. The company went a step further in the fight to preserve the health and safety and certified its Occupational health and safety Management System with ISO 45001:2018 at the end of 2021. In cases where it provides accommodation to its employees, Autostop Global (and their suppliers) will ensure that it is clean, safe and meets the basic needs of the employee and, where appropriate, the basic needs of their families.

16. Environment

Autostop Global (and their suppliers) will act preventively towards the environment, will launch an initiative to promote greater environmental responsibility and encourage the development and dissemination of environmentally friendly technologies. Our suppliers need to take care about environment that include GHG emission, decarbonisation, renewable energy, full compliance with specific regulations of providing raw materials and energy, responsible chemical management at the expense of their recycling and/or renewal. Improving the organization of work for the rational consumption and sustainable resources management, water, reducing emissions and noise in the air and preventing pollution of

water and soil, biodiversity, land use and deforestation. Implement industry-best policies and practices for the ethical treatment of animals. Disposal and reduction of waste, which is processed in such a way that it does not endanger the environment. Autostop Global (and their suppliers) will act in accordance with relevant national and internationally recognized environmental standards. The company (and their suppliers) will minimize its impact on the environment and will continuously improve its environmental performance. By adopting Environmental Policies and introducing the system, environmental protection is becoming part of daily operations of Autostop Floor Mats. Although we are not legally obliged to implement the ISO 14001:2015 standard, our desire is to draw attention to this very important issue by example and work, which, if not taken care of, can have negative consequences for the life and health of people. Autostop Global (and their suppliers) went step further in the fight to preserve the environment and certified its Environmental Management System with ISO 14001:2015 at the end of 2017. In order to increase energy efficiency, we have also certified the energy management system with ISO 50001:2018.

17. Quality

Our highest priority at Autostop Global is quality. Consistently high quality is the biggest reason for the excellent reputation of our products around the world and for the trust we enjoy from customers. We need to keep up with customers increasing expectations of product quality. We appreciate suppliers understanding that quality is an absolute prerequisite for our business, and we assume that all Autostop Global suppliers will devote themselves to quality in development and production. Autostop Global went a step further in the way to maintain of product quality and certified its Quality Management System with IATF 16949:2016 international standard.

18. Illegal actions in business practice

18.1 Corruption and other unauthorized actions in business practice

Autostop Global (and their suppliers) will comply with applicable laws and regulations relating to bribery, corruption, fraud and any other illegal activity in business practice. Autostop Global (and their suppliers) shall not offer, promise or improperly give preference, service or incentive to any civil servant, international organization or any third party. Our suppliers need to take care about privacy and data protection, conflicts of interest and protection against retaliation. This provision will apply regardless of whether an improper advantage is offered directly or through an intermediary. Autostop Global went a step further in the way of made and accept anti-bribery and corruption policy.

18.2 Gifts, hospitality and expenses (business representation)

The supplier shall not, directly or indirectly, offer gifts to Autostop Global employees or its representatives or to anyone close to them, unless a gift is a symbolic value. Hospitality terms, such as social events, business lunches or dinners or other forms of entertainment, can be offered only in business purposes, provided that the costs remain within reasonable limits. The travel expenses of the person represented by Autostop Global will be borne by company. Expressions of hospitality, coverage of expenses or gifts will not be offered or received in situations where negotiations on the conclusion of the contract, participation in tenders or the award of contract are in progress.

18.3 Money laundering

Autostop Global (and their suppliers) will firmly oppose all forms of money laundering and take measures to prevent its financial transactions being used for money laundering by others.

19. Whistleblowing

Whistleblowing is the disclosure of information containing data on violations of regulations, human rights violations, exercise of public authority contrary to the purpose for which it is entrusted, danger to life, public health, safety, environment and to prevent large-scale damage. The information may include the whistleblower's signature and whistleblower information. The employer and the authorized body are obliged to act on anonymous notifications related to the information, within their powers.

Whistleblower is a natural person who makes a stir in connection with his work engagement, employment procedure, use of services of state and other bodies, holders of public authorizations or public services, business cooperation and ownership of a company. Internal agitation is the disclosure of information about the employer.

The employer is obliged, within its powers, to protect the whistleblower from harmful action, as well as to take the necessary measures to stop the harmful action and eliminate the consequences of the harmful action.

20. Competition

Autostop Global (and their suppliers) will not, under any circumstances, cause or participate in any breach of general or specific competition regulations, such as unlawful co-operation in price fixing, unlawful division of the market or any other conduct that constitutes a violation of applicable competition law.

21. Fair competition and anti-trust

Autostop Global (and their suppliers) will respect fair trade standards and conduct business in accordance with all applicable competition laws or regulations.

22. Financial responsibility

Autostop Global (and their suppliers) will perform all tasks transparently, which will accurately reflect the financial reports and records of the company.

23. Counterfeit parts

Autostop Global (and their suppliers) will reduce the risk of introducing counterfeit and / or diverted parts and materials into the delivered products.

24. Export control and economic sanctions

Autostop Global (and their suppliers) will comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

25. Land, Forest, and Water rights and Forced Eviction

Autostop Global (and their suppliers) is committed to respecting the rights of the local community to land, forests, and water. Autostop Global will not engage in forced evictions or land confiscation or any other similar activity that may violate the rights of local communities.

26. Use of Private or Public Security Forces

Autostop Global use private security forces in the protection of its production facilities and premises. Autostop Global security forces are trained to respect the prohibition of torture, inhumane or degrading treatment that can harm another person.