

Sprit & Co – Code of Conduct

As a responsible company, Sprit & Co is committed to maintaining high ethical standards in everything we do. We hold ourselves accountable to live up to this vision.

"Sprit & Co" refers to all companies owned and/or operated by Sprit & Co.

We expect our suppliers, customers, and partners—those in direct or indirect contact with Sprit & Co—to strive to comply with Sprit & Co's Code of Conduct.

They are expected to familiarize themselves with this Code and implement the necessary actions accordingly.

We, and those we work with, aim to meet the following standards:

1. Anti-Corruption

- Money laundering
- Bribery
- Extortion

2. Human Rights

- Legislation on employment conditions and minimum wage
- The UN Convention on the Rights of the Child and Adults
- Prohibition of child labor
- Prohibition of forced labor, slavery, penal labor, etc.

3. Labour Rights

- Sexuality, religion, gender, skin color, political beliefs, hobbies, national or social origin, etc.

4. Environment & Alcohol Culture

- Compliance with all laws regarding the sale of wine, spirits, beer, and other alcoholic beverages
- Prevention of misconduct in nightlife settings
- Prevention of harassment, bullying, violence, and other forms of intimidation

5. Data Protection

- Key details related to supplier and customer relationships
- Contact persons, phone numbers, and email addresses provided by the supplier or customer
- Suppliers and customers must notify Sprit & Co of updates to this information
- Data is stored for 5 years after cooperation ends and then deleted unless legally required

6. Substance Policy

- No alcohol consumption during working hours, unless part of the job
- No use of drugs or illegal substances
- No possession of illegal substances on Sprit & Co premises

By signing, you confirm your commitment to comply with the standards described in this Code of Conduct.

Supplier Confirmation

Supplier:

Date:

Name