



UKROBORONPROM
Ukrainian Defence Industry

Supplier's Code of Business Conduct

Why it matters to us



Since the first days of its establishment JSC UOP has made it a priority to comply with the highest standards of ethics and business conduct at each of the Subsidiaries. Therefore, we appreciate honest and productive cooperation based on principles of mutual responsibility and fair competition in compliance with Ukrainian legislation and international standards.

In this Code, JSC UOP and the Subsidiaries define the main requirements and principles to be followed by Suppliers of goods, works, services and other third-party contractors (hereinafter referred to as Suppliers) involved in the performance of contracts concluded by JSC UOP or the Subsidiaries.

We expect Suppliers to share our attitude to responsible business conduct and to make reasonable efforts to implement these standards in their operations, as well as to require compliance with the defined principles from their direct suppliers throughout the period of cooperation with us.

We strongly reject the abuse of authority or position for illegal profit and kindly ask you to [report](#) any violations by our employees that you are aware to us.

The full version of the Supplier's Code of Business Conduct of the Ukrainian Defence Industry is available on our [website](#).

Together with our Suppliers
we are working with fairness and integrity in the areas below:



**Compliance with
regulatory requirements**

Comply with the legislation, international acts and standards applicable to the Suppliers and their activities.

Comply with the established sanctions regimes and restrictions applied in Ukraine and the EU, the USA, the UN, as well as other sanctions regimes and restrictions recognised by Ukraine.

Implement its own internal management and control systems to ensure compliance with the requirements of the law and this Code.



**Export and
import control**

Conduct activities in compliance with export and import controls.

Ensure the availability of import/export licences or permits, if required by law.

Comply with the established sanctions and embargoes.

Take measures to minimise the risks of supplying counterfeit parts and materials. If such cases are detected, immediately notify the recipient.



Arms Control

Comply with international arms treaties and avoid cooperation with entities that violate these treaties.

Establish appropriate controls and not contribute to the illicit trafficking of mass destruction weapons, nuclear weapon, chemical, biological and toxic weapons.

Establish control preventing mechanisms for use of production for the purposes of military aggression and/or terrorism.

Together with our Suppliers we are working with fairness and integrity in the areas below:



Ethics of business conduct

Comply with the principles of integrity and not engage in any actions aimed at illegal or unethical influence in the business cooperation process.

Do not commit any actions that have evidence of money laundering, fraud or other violations, and ensure reasonable transparency and openness of their operations to business partners.

Guarantee the avoidance of conflicts of interest in the cooperation process and comply with the principles of fair and honest competition



Labour conditions

Develop safe and healthy working conditions in accordance with UN and ILO conventions.

Provide employees with safe and healthy working conditions, guarantee the right to freedom of association as permitted by law and recognise their rights to collective negotiations.

Treat employees with honour and respect and prevent discrimination in any of its forms.



Environmental protection

Comply with environmental protection regulations and standards in the business activities, obtain the necessary permits and take into consideration the established restrictions.

Guarantee that all goods, works and services comply with the environment, quality and safety standards in accordance with the law, contractual provisions and are safe for their intended use.



**Suppliers, customers and other stakeholders
may report violations of this Code through
the whistleblowing channels:**

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☎ **0 800 211 606**

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