

Appendix no. 1

Code of Conduct for Suppliers and Business Partners of Grupa Allegro Sp. z o.o.

1. Objective

As leader on the Polish e-commerce market and the largest online marketplace we are constantly driven by the concept of social responsibility. On an everyday basis we continue to pursue our CSR strategy and so contribute to sustainable development. In line with the adopted strategy, we have committed and actively strive to create the shared value, paying great attention to good relations with our employees, clients, suppliers, local communities and opinion leaders, and to promoting healthy and ecological lifestyle.

Our suppliers and business partners play an important role in shaping responsible relationships on many levels of cooperation. The aim of this Code of Conduct is to detail the basic expectations for corporate social responsibility that Grupa Allegro sp. z o.o. has toward its suppliers and business partners. We would like our suppliers and business partners to understand our approach to social responsibility and related expectations.

This Code of Conduct presents a set of guidelines that set out the minimum level of ethical and behavioral standards that should be abode by our suppliers and business partners. The guidelines should not be deemed contractual obligations as such, but they may be regarded as such if there exists a legally binding contractual relationship between the parties in a related scope.

2. Introduction to guidelines

We believe that by following the principles of conduct and shared values, we keep on shaping responsible standards of business cooperation every day. To that end, the suppliers and business partners of Grupa Allegro sp. z o.o. are obliged to respect the guidelines, which comply with the principles of law, conventions and other regulations. The guidelines reflect 10 principles of the United Nations Global Compact.

3. Scope of obligations for suppliers and business partners

A. LEGAL REGULATIONS

Suppliers and business partners are obliged to:

- respect law,
- comply with all the provisions of law applicable at the place of their operations,
- comply with the code of business ethics while acting as legally required,
- comply with the principles of ethics and fair competition,
- disclose material information on their own suppliers and business partners that may have an adverse effect on performing a contract between the parties, and that stem from the applicable provisions of law and good business practice,
- refrain from affecting or trying to affect business decisions by receiving or giving goods, gifts or other benefits that exceed allowed legal constraints.

B. HUMAN RIGHTS

Suppliers and business partners are obliged to:

- respect human rights
- refrain from contributing to violation of human rights,
- respect:
 - freedom of thought,
 - freedom of conscience and religion,
 - freedom of expression irrespective of the content and form of the views and opinions,
 - right to recognize legal personality of every human being.

C. STANDARDS AND CONDITIONS OF WORK

Suppliers and business partners are obliged to:

- provide employees with access to information on labor rights to which they are entitled,
- recognize and respect employee's freedom of association and selection of representatives,
- eliminate any forms of forced labor (*regarded as all forms of work against the employee's will, without remuneration or remunerated in violation of legal regulations*),
- not employ children, unless it is legally allowed and in line with legal regulations in this regard,
- treat employees with dignity and respect, as laid down and understood by the International Labor Organization and provisions of Polish law,
- combat discrimination in employment (*understood as non-discrimination on the grounds of race, skin color, gender, sexual orientation, marital status, pregnancy, parental status, religion, disability or age*),
- comply with the provisions of law and applicable standards of occupational health and safety.

D. PROTECTION OF NATURAL ENVIRONMENT

Suppliers and business partners are obliged to:

- limit negative impact on the natural environment,
- support a preventive approach to protecting the natural environment,
- take actions aimed to promote ecological responsibility.

I hereby declare to have been familiarized with the above corporate social responsibility guidelines and I raise no objections. I also declare that I understand and accept the content of this document. I declare that I have pursued the said guidelines in my everyday business practice.

Signature