



SUPPLIER CODE OF CONDUCT

TEMES



Introduction

TEMES is dedicated to responsible business practices and seeks to engage with suppliers who share similar values. We expect our suppliers to hold their own suppliers and subcontractors to the same high standards. Our suppliers play a crucial role in maintaining the reputation of TEMES for excellence among owners, members, guests, associates, business partners, investors, contractors, and other key stakeholders. We aim to work with companies that align with our values and adhere to all applicable laws, as well as the spirit of our principles.

These principles apply to all business and non-business decisions and actions across the company. We expect our suppliers, contractors, consultants, and other partners to uphold these principles when providing goods and services to TEMES or acting on our behalf.

As a supplier of TEMES, you and your employees are expected to maintain similar standards of conduct, respect the obligations of the associates of TEMES and comply with the policies and applicable standards of TEMES.

TEMES may take measures to evaluate a supplier's adherence to these principles, standards, and guidelines. Failure to comply with these guidelines could jeopardize the business relationship.

The Principles



A. Global Employment, Human Rights and Fair Labor Practices

1. We expect all suppliers to fully comply with employment laws and to adhere to the principles outlined in the United Nations' Universal Declaration of Human Rights and relevant international agreements.
2. Suppliers should match our commitment to conducting business in a manner that protects human rights in all locations.
3. Responsible workplace practices are essential, and suppliers must ensure their operations do not contribute to any form of human rights abuses.
4. All suppliers are required to provide a safe and healthy working environment for their employees.
5. Suppliers must only hire, employ, and conduct business with individuals of legal working age in their respective locations, and they should actively support laws aimed at preventing child exploitation.
6. We expect suppliers to foster diversity and create an inclusive environment in their operations, with a strict policy against discrimination in the workplace.
7. The use of forced, bonded, or compulsory labor is strictly prohibited. Suppliers should prevent any forms of forced labor, including modern slavery, debt bondage, human trafficking, prison labor, compulsory labor, military work, and abuse of homeworkers, as defined by the International Labor Organization.
8. Suppliers should adhere to the following principles from the Sustainable Hospitality Alliance regarding forced labor:
 - a. Every worker should have freedom of movement.
 - b. No worker should have to pay for a job.
 - c. No worker should be in debt or coerced into working.
9. We do not tolerate any form of unfair treatment in the workplace.
 - d. All employees should be treated with dignity and respect; unethical treatment, threats of violence, or any form of physical, mental, or sexual harassment is unacceptable.
 - e. Suppliers must establish clear disciplinary policies and procedures to support these standards and communicate them to all employees.

The Principles



B. Environmental Responsibility

1. We expect our suppliers to minimize environmental impacts by integrating sustainability throughout our value chain. This includes building and operating eco-friendly hotels, sourcing materials responsibly, and managing climate-related risks.
2. Suppliers should work to reduce greenhouse gas emissions and take proactive steps to combat climate change.
3. Suppliers are expected to manage their resource usage effectively, ensuring that sustainable practices are in place regarding water (including quantity, quality, and risk), raw materials, processed materials, non-renewable resources, and energy.
4. Suppliers must safely and efficiently manage and reduce waste, including universal waste, hazardous waste, electronic waste, packaging materials, single-use plastics, and wastewater. This should be achieved through prevention, recycling, reuse, and other waste reduction strategies.



C. Responsible Sourcing

1. We expect our suppliers to source raw and other materials from legal and responsible sources, conducting due diligence to ensure the integrity of the materials in their supply chain.
2. Suppliers should comply with local standards and are encouraged to exceed international standards regarding the ethical, humane, and legal treatment of animals. At TEMES, we are committed to the humane treatment of animals, recognizing that animal welfare is essential for safe and responsible operations in entertainment, food, and product supply chains. Suppliers must take responsibility for the ethical treatment of animals under their care as well as those cared for by their suppliers, employees, and contractors.
3. We encourage our suppliers to also involve businesses owned by individuals from historically disadvantaged communities—such as people with disabilities, ethnic minorities, veterans, and women in their contracting opportunities.
4. Suppliers should establish or maintain management systems that ensure compliance with applicable laws, identify and mitigate operational risks, and promote continuous improvement as needed.

The Principles



D. Business Conduct and Ethics

1. We expect our suppliers to conduct their business with honesty and integrity, fully complying with applicable laws. Suppliers should establish clear ethical standards and guidelines that govern their business practices and foster accountability. All employees of our suppliers must adhere to these legal and ethical standards. Suppliers should also implement mechanisms to monitor and report compliance with these directives.
2. We expect our suppliers to conduct their operations fairly and honestly, avoiding coercion, conspiracy, bribery, corruption, and the abuse of economic power. Suppliers must prohibit offering or promising anything of value to government officials or employees to influence their official duties or promote unlawful conduct.
3. We expect our suppliers to protect the assets and reputation of TEMES by not using resources from TEMES for personal gain or in ways that could create a conflict of interest. Suppliers should also respect intellectual property rights and ensure the security of the guests of TEMES and employee information.
4. We expect our suppliers to provide accurate and honest reporting of all financial information, product details, and invoices, along with documentation explaining the purpose of transactions.
5. Our suppliers must comply with all relevant anti-corruption and anti-money laundering laws, as well as regulations related to lobbying, gifts, payments to public officials, political campaign contributions, and other related matters.
6. We expect our suppliers to ensure that any gifts or entertainment provided to the associates of TEMES are modest and adhere to the guidelines of TEMES.

To address any questionable behavior or potential violations of these Supplier Guidelines, suppliers are encouraged to discuss their concerns with their primary business contact from TEMES. Additionally, suppliers should inform their employees about the whistleblower email address harassment@temes.gr, which is available for reporting issues to TEMES.