



Supplier Terms and Conditions

Sinid International Logistics s.r.o.

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Company	Sinid International Logistics s.r.o., Trieda KVP 3111/1, 040 23 Košice, Slovak Republic, Company ID: 53636619

1. Purpose

These Supplier Terms and Conditions set out the minimum legal, ethical, environmental, social and operational standards expected from suppliers, subcontractors and service providers working with Sinid International Logistics s.r.o. The purpose is to protect compliance, business integrity, continuity of service and responsible supply chain management.

2. Scope and Applicability

These Terms apply to all suppliers that provide goods, services, transport, logistics, forwarding, administrative, consulting, technology or other business support to Sinid International Logistics s.r.o., unless a separate signed agreement expressly states otherwise.

These Terms form part of the supplier relationship when they are referenced in a purchase order, contract, onboarding process, tender documentation, supplier registration, email confirmation or other business communication issued by the Company.

3. Compliance with Laws and Standards

The Supplier must comply with all applicable laws, regulations, permits, licences, industry standards and contractual obligations relevant to its activities, including but not limited to transport, labour, tax, environmental, customs, data protection, health and safety, sanctions and anti corruption requirements.

- Maintain valid licences, authorisations, certificates and insurance required for the provided services.
- Provide evidence of compliance upon reasonable request by the Company.
- Immediately inform the Company about any event that may affect legal compliance, service performance or business integrity.

4. Ethical Business Conduct and Anti Corruption

The Supplier must conduct business with integrity, transparency and fairness. Bribery, corruption, fraud, money laundering, conflicts of interest, facilitation payments and any other unethical business practices are strictly prohibited.

- The Supplier must not offer, promise, give, request or accept any improper advantage connected with the business relationship.

- The Supplier must maintain accurate business, financial and operational records.
- The Supplier must avoid conflicts of interest and disclose any actual or potential conflict without delay.

5. Human Rights and Labour Standards

The Supplier must respect internationally recognised human rights and fair labour principles throughout its own operations and, where applicable, its supply chain.

- Child labour, forced labour, modern slavery, human trafficking and unlawful employment practices are prohibited.
- Employees and contractors must be treated with dignity and without discrimination, harassment or retaliation.
- Working hours, wages, rest periods and benefits must comply with applicable laws and industry standards.
- Freedom of association and lawful employee representation must be respected where applicable.

6. Health and Safety

The Supplier must provide a safe and healthy working environment and must take appropriate preventive measures to reduce workplace risks.

- Employees and subcontractors must receive appropriate training, instructions and protective equipment.
- Vehicles, equipment, tools and workplaces must be maintained in safe operating condition.
- Incidents, accidents, near misses and material safety risks related to the Company must be reported without undue delay.

7. Environmental and Sustainability Requirements

The Supplier is expected to operate responsibly and minimise negative environmental impact. This includes efficient use of energy and resources, responsible waste management and continuous improvement of environmental performance.

- Measure, monitor and reduce greenhouse gas emissions where relevant to the provided services.
- Use resources efficiently and support energy saving, route optimisation and waste reduction measures.
- Handle waste, hazardous materials and chemicals in accordance with applicable laws and safe procedures.
- Support biodiversity protection and avoid activities that contribute to illegal deforestation or environmental harm.

8. Data Protection, Confidentiality and Information Security

The Supplier must protect confidential information, commercial information, personal data, documents, shipment information, pricing, customer data and any other information received from or on behalf of the Company.

- Personal data must be processed only in accordance with applicable data protection laws and documented instructions, where relevant.
- Confidential information must not be disclosed to unauthorised persons or used for any purpose outside the business relationship.
- The Supplier must use reasonable technical and organisational measures to protect information against loss, misuse, unauthorised access or disclosure.

9. Subcontractors and Supply Chain

The Supplier remains responsible for the performance, conduct and compliance of its subcontractors, agents and other third parties used in connection with services provided to the Company.

- The Supplier must ensure that relevant subcontractors follow standards equivalent to these Terms.
- The Supplier must not use subcontractors in a way that weakens legal compliance, service quality, information security or accountability.
- The Company may request reasonable information about subcontractors involved in the provision of services.

10. Documentation, Monitoring and Audits

The Company may request documents, confirmations, declarations or other reasonable evidence to verify compliance with these Terms. Where justified by risk, customer requirements, legal obligations or audit needs, the Company may conduct or request an assessment of Supplier compliance.

- The Supplier must cooperate in good faith with reasonable compliance reviews, supplier assessments and audit related requests.
- Information provided by the Supplier must be accurate, complete and not misleading.
- The Company may require corrective action if a compliance gap, risk or non conformity is identified.

11. Corrective Actions and Consequences of Non Compliance

If the Supplier breaches these Terms, fails to provide requested information, creates material risk or refuses reasonable corrective action, the Company may take appropriate measures depending on the severity of the issue.

- Request explanation, evidence, remediation or a corrective action plan.
- Suspend new orders or limit cooperation until the issue is resolved.
- Terminate the business relationship or relevant agreement where legally and contractually permitted.
- Notify affected customers or competent authorities where required by law or contract.

12. Priority of Documents

If these Terms conflict with a separate written and signed agreement between the Company and the Supplier, the signed agreement prevails to the extent of the conflict. Purchase orders, transport orders, framework agreements and specific operational instructions may contain additional requirements.

13. Updates to Terms

The Company may update these Terms from time to time to reflect changes in law, customer requirements, sustainability standards, operational needs or internal governance. Updated versions become effective from the date stated in the document, unless a separate signed agreement provides otherwise.

14. Supplier Acknowledgement

By accepting a purchase order, entering into a contract, providing goods or services, participating in supplier onboarding, or continuing cooperation after these Terms have been made available, the Supplier confirms that it has read, understood and will comply with these Terms, unless otherwise agreed in writing.

15. Contact

Questions related to these Supplier Terms and Conditions may be addressed to Sinid International Logistics s.r.o. by email at office@sinid.eu or through the usual business contact used for the supplier relationship.

This public web copy is intended for transparency and supplier communication. For a supplier specific signed version, the Company may issue separate contractual documentation.