

Code of
cooperation

latech

// code the lit
de the lifesty
e latech :// co
lifestyle late
-// code the lit

Code of cooperation

Preamble

In doing business, we follow the principles of honesty, good faith, and a fair allocation of risk in our relationships with partners, and we expect our counterparties to take the same approach.

The principles and rules set out in this document are binding on all contractors, suppliers, and other counterparties of Latech, and form an integral part of any contract that Latech enters into.

If, by the nature of a contract with a counterparty, a rule set out in the Code cannot apply, that rule is deemed excluded from the contract. In its contracts, Latech may set out in more detail how the rules of the Code are to be applied.

Latech may amend the Code unilaterally at any time.

Latech will give notice of any change to the Code by publishing a new version on its website https://latech.ru/code_of_cooperation

Changes take effect 5 business days after publication.

Before the changes take effect, the Partner may notify Latech that it does not accept them.

If no such notice is sent, the amended version is treated as agreed and applies to the relationship between the Parties.

Terms

Latech is Lamoda Tech LLC (OGRN (state reg. No.) 1227700637471, INN (taxpayer ID) 7734461512).

The Partner is a legal entity or individual that has entered into an agreement with Latech or is negotiating with Latech to enter into an agreement, regardless of the organizational and legal form of such legal entity or individual and the subject matter of the agreement.

Latech's Code is a set of general rules and principles that apply to any cooperation with Latech. Available at: https://latech.ru/code_of_cooperation.

The Parties are Latech and the Partner.

The Agreement constitutes agreements, appendices, specifications, and other understandings between the Parties, including the provisions of the Code accepted by the Parties.

Anti-Corruption Policy

Latech maintains a zero-tolerance approach to corruption and expects the same approach from its Partners.

Latech and the Partner prohibit their employees, representatives, counterparties, and other persons acting on their behalf or in their interests from offering, promising, giving, soliciting, receiving, or accepting, whether directly or through intermediaries, any valuables, advantages, services, property rights, or other benefits in order to influence the decisions, actions, or inaction of another person.

Any form of corrupt conduct is prohibited, including bribery, commercial bribery, acting as an intermediary in bribery or commercial bribery, and any arrangement aimed at obtaining an improper advantage.

The Partner must ensure that these requirements are observed by its employees, representatives, agents, consultants, subcontractors, and any other persons engaged to perform its obligations to Latech.

Potential violations can be reported to the Latech Hotline. Hotline contact details are available on the website: <https://lamoda-ethic.csi-hotline.ru>

Gifts

Gifts are a normal part of maintaining business relationships, but we apply our principles to gifts as well. Gifts must not be used to gain a benefit or to influence decisions, including to secure advantages in the future, and they must not create a sense of debt or obligation in the recipient.

The following may not be given as gifts: cash and cash equivalents (securities, cryptocurrency, checks, etc.), jewelry, services, performance of work, loans, credit, guarantees, or payment for leisure, travel, or entertainment.

Gifts should be avoided while a deal is being negotiated or a tender procedure is underway, as should any gift that could create a conflict of interest.

Gifts that do not affect decision-making and fit the business context are acceptable, for example: branded promotional items or symbolic tokens of attention (such as flowers), provided they do not create a conflict of interest.

Electronic gift certificates may only be given with the approval of Latech Compliance.

Conflict of Interest

A conflict of interest is a situation in which the personal, financial, business, or other interest of a Latech employee, the Partner, or persons connected with them affects, or may affect, the objectivity, independence, and good faith of decisions made in the course of cooperation with Latech.

Examples of a conflict of interest include the following:

a Latech employee takes part in selecting, approving, evaluating, or managing the Partner and has personal, family, business, or financial ties with that Partner;
a director, member, shareholder, beneficial owner, or representative of the Partner is a Latech employee or is connected with a Latech employee.

If the Partner becomes aware of an actual or potential conflict of interest, or has reasonable grounds to suspect one, the Partner must notify Latech without delay.

A conflict of interest can be reported through the Latech Hotline. Hotline contact details are available on the website: <https://lamoda-ethic.csi-hotline.ru>

Respect for Employee Rights

Health and safety

Employees must be provided with safe, healthy, and hygienic working conditions free from risk and threat to life or health. Employees must undergo appropriate safety training and be equipped to handle hazardous materials and tools. Employees trained in first aid, as well as properly stocked first aid kits, must be present at all production facilities.

Anti-discrimination

Employees must not be subject to discrimination at work (including in terms of hiring, compensation, promotion, or disciplinary action) on the basis of sex, race, religion, caste, or any other characteristic.

Anti-harassment and bullying

Abusive behavior, persecution, pressure, harassment, indecent conduct, threats, humiliation, intimidation, or any other actions that create an unsafe, hostile, degrading, or offensive environment are unacceptable.

Such conduct is unacceptable in any form, whether verbal, physical, visual, non-verbal, written, electronic, or any other form of interaction.

Latech employees can raise a concern, share comments, or report unacceptable behavior, including through the Latech Hotline.

Latech Hotline contact details are available on the website: <https://lamoda-ethic.csi-hotline.ru>

Respect for the rights of migrant workers

Migrant workers employed by the Partner on any basis shall enjoy the same guarantees with regard to occupational health and safety, prohibition of discrimination, and compliance with all requirements established by applicable law. The employer shall bear all costs associated with hiring a migrant worker. The employer does not have the right to require migrant workers to surrender identification documents or otherwise restrict their physical freedom or property rights, including the freedom to exercise control over their own labor.

Compliance with Environmental Standards

The Parties shall take reasonable measures to avoid adverse impacts on human health and/or the environment by minimizing pollution from production activities and rationalizing the use of natural resources, including energy and water.

The Partner and Latech shall comply with environmental law, including in the area of production and consumption waste management.

Risk Allocation and Liability

Latech adheres to a fair approach to risk allocation in the conduct of its business. We bear responsibility and shall indemnify the Partner for damages caused by our actions/inaction, as well as the actions/inaction of our employees.

We expect the Partner to adhere to the same principles in the conduct of its business. If the Partner's actions/inaction or breach of obligations or warranties result in negative consequences for Latech, the Partner shall compensate for such negative consequences.

However, the nature of some of Latech's business processes does not allow for an accurate assessment of the amount of losses; therefore, agreements may stipulate special liability measures for specific cases.

Compliance with Law

The Parties shall comply with all applicable laws, regulations, industry standards, and other rules binding on their activities.

Compliance of the Partner and its activities with all applicable rules and regulations is an essential condition of agreements entered into by Latech. In addition, the Parties shall exercise due diligence in the selection of counterparties.

Fair Competition

The Partner and Latech adhere to the principles of fair competition in their activities. Violation of antitrust law and other laws regulating trade may result in civil, administrative, and criminal liability.

The Parties shall exclude from their practice any actions that unreasonably restrict trade. Deviation from the principle of fair and honest competition by the Partner is the ground for termination of cooperation.