

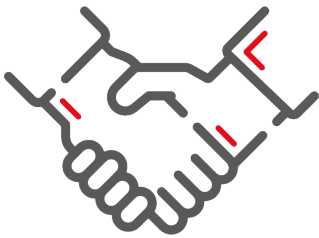
CODE OF ETHICAL CONDUCT FOR KLUŚ SUPPLIERS

One of the strategic goals of KLUŚ is to maintain high ethical, safety, health and environmental standards. We have identified four main principles of conduct, which we present further in this document. These rules apply both to us and to our suppliers.

Sylwester Kluś

KLUŚ identifies four principles of ethical behavior of its Suppliers:

1. Honesty in running the business
2. Respect for human rights
3. Safety, health and environmental protection
4. Continuous improvement



1. Honesty in running the business

KLUŚ requires its Suppliers to conduct business in an ethical, honest and transparent manner. Our business ethics compliance requirements are:

- **Compliance with laws and regulations** - KLUŚ Suppliers shall comply with applicable national and international laws and regulations.
- **Honesty in business** - KLUŚ Suppliers shall not practice or tolerate any form of corruption, extortion or embezzlement. The cooperation of the Supplier with KLUŚ also follows this principle.
- **Fair competition** - KLUŚ Suppliers shall conduct their activities in accordance with the principles of fair competition and antitrust regulations.
- **Confidentiality, discretion, data protection** - KLUŚ Suppliers shall:
 - protect the confidential information of the Supplier's enterprise and that of contractors and use it only in an appropriate manner,
 - guarantee the protection of personal data of employees and all their stakeholders,
 - protect the privacy of their employees.
- **Incident reporting** - KLUŚ Suppliers shall allow their employees to openly or anonymously report concerns or potentially illegal acts in the workplace. All such reports must be treated confidentially. Suppliers shall investigate such reports and take corrective action as necessary.

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2. Respect for human rights

KLUŚ expects its Suppliers to respect the human rights of employees and co-workers and to treat them with dignity and respect. This includes:

- **Voluntary employment** - KLUŚ Suppliers shall not benefit from the practice of forced labor or forced labor of prisoners. They shall not restrict the freedom of movement of employees, accept cash deposits or collect identity documents (except as required by local law).
- **Prohibition of child labor** - In their operations, Suppliers shall not use child labor in accordance with the most restrictive regulations (applicable to local regulations or Convention 138 of the International Labor Organization).
- **Prohibition of dangerous work being performed by persons under 18 years of age** - Persons under the age of 18 shall not be used by Suppliers for dangerous work or night work
- **Non-discrimination in employment** - KLUŚ Suppliers ensure that their employees are not discriminated against, harmed or excluded on the basis of race, nationality, religion, sex, appearance, political opinion, sexual orientation or other discriminatory grounds.
- **Fair treatment** - In the work environment of KLUŚ Suppliers, there is no place for tolerating mobbing, physical, mental, sexual violence, insulting employees, and attempts to intimidate them, or for any other manifestations of inhuman treatment of employees.
- **Freedom of association** - KLUŚ Suppliers shall respect employees' right to freedom of association and recognize the right to collective bargaining of employment terms.
- **Working hours and wages** - KLUŚ Suppliers shall ensure that the working hours of their employees do not exceed the maximum level set by the local law applicable to the Supplier's place of business, and that the remuneration paid to their employees are in accordance with applicable local wage laws.

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3. Safety, health and environmental protection

KLUŚ requires Suppliers to create a safe and healthy work environment and to act in an environmentally responsible manner. This principle covers the following areas:

- **Health, safety and environmental regulations** - KLUŚ Suppliers shall operate in accordance with the regulations on the protection of employees' health, occupational health and safety and environmental protection. The Suppliers shall operate based on the necessary and valid permits, licenses, registrations and other normative acts that enable them to operate in accordance with applicable legal regulations. The Suppliers shall meet their operational and reporting requirements.
- **Safety of delivered products** - KLUŚ Suppliers shall ensure the safety and quality of the delivered products. For this purpose, the Suppliers are expected to have implemented procedures related to ensuring safety and the required certification of products provided by the Supplier.
- **Process safety** - KLUŚ Suppliers shall use systems to manage production processes in order to ensure their stability and repeatability, as well as to maintain their compliance with applicable standards, including safety standards.
- **Emergency procedures** - Suppliers shall conduct risk analysis and implement preventive measures. They shall minimize the effects of threats by implementing emergency plans and rapid response procedures in emergency situations.
- **Environmental protection** - KLUŚ expects its Suppliers to comply with local regulations and standards ensuring safe handling of air emissions, sewage and waste.
- **Climate protection and natural resources** - We expect from KLUŚ Suppliers a constant and effective reduction of the negative impact on the environment by means of all reasonably available practices, including the dissemination of environmentally friendly technologies. KLUŚ Suppliers use the Earth's natural resources in a rational and economical way, in the first place using non-endangered renewable and recycled materials.

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4. Continuous improvement

KLUŚ understands that achieving the standards set out in this Code is not a one-off action. Therefore, **we encourage our Suppliers to continue their efforts** to raise the presented standards in all principles, as well as to apply them throughout their supply chain.

As a KLUŚ Supplier, I hereby confirm that I understand the requirements and shall comply with the Code of Conduct for KLUŚ Suppliers.

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Company name

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Name, surname and position of the Representative

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Date and stamp

.....
Signature of the Representative

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