

SUPPLIER CODE OF CONDUCT

INTRODUCTION

Chemnovatic Sp. z o. o. strives to build responsible and sustainable relationships throughout the supply chain. This Supplier Code of Conduct, based on international standards and best practices, defines our expectations towards suppliers in terms of respect for human rights, labor standards, environmental protection and anti-corruption. Recognizing the ten principles of the UN Global Compact initiative as paramount, we strive to build beneficial, partnership-based and long-term relationships in the supply chain. By respecting the provisions of the Supplier Code of Conduct, we raise awareness of the need for sustainable business development among participants of the entire supply chain. Respecting the provisions, which constitute an appropriate point of reference for expected behaviors, is important from the point of view of cooperation with Suppliers.

I. SOCIAL RESPONSIBILITY

1. HUMAN WORK AND RIGHTS

- The Supplier undertakes to respect human rights in accordance with the Universal Declaration of Human Rights, the International Human Rights Covenants and the UN Guiding Principles on Business and Human Rights.
- The supplier shall ensure that no forced, compulsory or child labour is used.
- The supplier will respect the right of employees to freedom of association.
- The supplier will provide equal opportunities to all employees regardless of gender, race, ethnic origin, nationality, religion, age, disability, sexual orientation, appearance, union membership or other characteristics protected by law.
- The supplier shall ensure that employees are not subjected to any form of harassment, intimidation or discrimination, or any form of harassment: physical, verbal or non-verbal.

2. HEALTH AND SAFETY AT WORK

- The supplier will provide safe and hygienic working conditions in accordance with applicable laws and industry best practices.
- The supplier will identify, assess and minimise hazards and risks to the safety and health of employees.
- The supplier will provide employees with appropriate training and personal protective equipment.
- The supplier will promote a culture of safety and encourage employees to report any concerns regarding occupational health and safety.

3. REMUNERATION AND WORKING TIME SYSTEM

- The supplier will provide employees with fair wages in accordance with applicable labor laws in a given country.
- The supplier will comply with the regulations regarding maximum working hours, overtime, days off and holidays.
- The supplier will provide a clear information system on how remuneration will be calculated and confirms that it will be made in accordance with the law.

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4. GRIEVANCE MECHANISMS

- Supplier will implement an effective mechanism to enable employees and other interested parties to report any concerns regarding violations of the Code or other irregularities, in confidence and without fear of reprisal.

II. ENVIRONMENTAL RESPONSIBILITY

1. ENVIRONMENTAL PROTECTION

- The Supplier will conduct its business in a manner that minimizes negative impact on the natural environment.
- The Supplier will comply with all applicable environmental laws and regulations.
- The Supplier will strive to continuously improve its environmental performance by implementing appropriate environmental management systems.

2. WASTE

- The supplier will minimize the amount of waste generated and ensure its proper management in accordance with applicable regulations.
- The supplier will strive to increase the level of waste recycling and recovery.

3. NATURAL RESOURCES AND CLIMATE CHANGES

- The Supplier shall responsibly manage natural resources, such as water and energy.
- The Supplier shall strive to reduce greenhouse gas emissions and the impact on climate change by developing Decarbonization Plans.
- The Supplier shall strive to provide Chemnovatic with reliable and third-party-verified CO₂ emissions data per production/sales unit by conducting periodic LCA analyses in accordance with the adopted methodology.
- The Supplier shall comply with standards for responsible mineral sourcing and confirm that no components for production will be sourced from conflict-affected and high-risk areas and regions and do not use so-called "conflict minerals".
- The Supplier shall respect the rights of local communities to land and natural resources and shall be obliged to act in accordance with these principles.

4. BIODIVERSITY

- The Supplier will take action to protect biodiversity and minimize the negative impact of its activities on ecosystems.

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III. GOVERNANCE RESPONSIBILITIES

1. FAIR BUSINESS PRACTICES

- The Supplier will conduct business in an honest, ethical and transparent manner.
- The Supplier will comply with all applicable laws and regulations.
- The Supplier will avoid conflicts of interest and ensure that its employees conduct themselves in accordance with the highest ethical standards.
- The Supplier will maintain the principles of protection of confidential information obtained during the cooperation with Chemnovatic, throughout the value chain.

2. ANTI CORRUPTION

- The Supplier will have a zero tolerance policy on corruption and bribery.
- The Supplier will implement appropriate procedures to prevent corruption and ensure that its employees are trained in anti-corruption.

CONFIRMATION OF ACCEPTANCE OF THE SUPPLIER CODE OF CONDUCT

I hereby confirm that I have read the content of the Chemnovatic Sp. z o. o. Supplier Code of Conduct and undertake to comply with it and to take actions to continuously improve my business, taking into account the basic social, environmental and corporate governance aspects and standards described in this Code and based on applicable law.

Date:

Company name:

Signature/Position:

All reports of violations are made in accordance with the provisions of the Whistleblower procedure (PO 12) available on our websites and intranet.

If you have encountered an undesirable phenomenon in our environment or suspect that such a phenomenon is occurring or has occurred, please report this fact immediately via:

1. E-mail: ethics@chemnovatic.com,
2. Anonymous reporting boxes,
3. In other ways that ensure your anonymity and safety.

We will make every effort to investigate the report and, if found to be valid, take appropriate action, cooperating, where necessary, with the relevant external authorities.