

Document no. EKO-PRO-010	<h1>Code of Conduct for Suppliers of Ekoenergetyka-Polska S.A.</h1>	Valid at (area / process) : Ekoenergetyka Polska S.A
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1. Introduction

This Code of Conduct for Suppliers of Ekoenergetyka - Polska S.A. ("Supplier Code of Conduct") sets out the general rules of ethics that apply to all employees, companies from the Ekoenergetyka-Polska S.A. group. and their suppliers in order to establish the basic principles of establishing new business relationships and ensuring their continuity over time. These principles are in line with the obligation of Ekoenergetyka - Polska S.A. to promote responsible practices among its suppliers, in accordance with the policy of social responsibility of Ekoenergetyka - Polska S.A.

Code of Conduct for Suppliers Ekoenergetyka - Polska S.A. aims to help suppliers understand the expectations of Ekoenergetyka - Polska S.A. regarding their behaviour on the market and the appropriate development of business relations with Ekoenergetyka - Polska S.A.

Conclusion of new trade agreements with Ekoenergetyka - Polska S.A. requires the supplier to know the principles of this Supplier Code of Conduct and to fully comply with them.

2. Scope of application

The Supplier Code of Conduct is binding both in Poland and abroad, taking into account the cultural, linguistic, social and economic differences of individual countries in which Ekoenergetyka - Polska SA operates. Although this Supplier Code of Conduct applies primarily to direct suppliers, Ekoenergetyka - Polska SA requires its suppliers to communicate and verify compliance with the following principles also from their own suppliers in the supply chain.

This Supplier Code of Conduct must be interpreted without prejudice to other additional requirements, established by contract or law, affecting the trade relations between Ekoenergetyka - Polska S.A. and its suppliers.

3. Compliance with the general principles of the code of conduct

All suppliers are required to strictly comply with generally applicable laws, including in particular labour law, environmental protection, fighting corruption, human rights, civil liberties and fundamental rights related to the principles of equal treatment and non-discrimination, protection against child labour and any other principles contained in the Universal Declaration of Human Rights and in the United Nations Global Covenant for Human Rights. Moreover, each Supplier is obliged to strictly comply with the agreements concluded with Ekoenergetyka-Polska S.A.

3.1 Working conditions

All suppliers must comply with applicable labour laws and regulations, including at least minimum wages, equal treatment and non-discrimination, protection against child abuse and modern slavery, respect for diversity and promote social inclusion, length of working day, rest days, compensation, freedom of association and the right to collective bargaining.

3.2 Health and safety

The health and safety of employees should be a priority for all Ekoenergetyka-Polska S.A. suppliers, who must comply with all applicable laws, standards and regulations. Suppliers must take appropriate measures to prevent the

risk of occupational diseases and accidents at work, but also to provide employees with a safe and healthy working environment.

Ekoenergetyka - Polska S.A. recommends its suppliers:

- informing management, employees and suppliers about their commitment to improving health and safety at work and providing training in this area.
- obtaining or maintaining the OHSAS 18001 / ISO 45001 certificate or equivalent.
- systematically assessing health and safety conditions, carrying out audits and producing progress reports.

3.3 Environment

Suppliers Ekoenergetyka - Polska S.A. they must carry out their activities by giving priority to reducing negative environmental impacts and preventing pollution, ensuring compliance with legal requirements, promoting research, development and innovation to improve processes and training employees in proper environmental management.

Suppliers are obliged, as far as it is possible and does not cause a change or deterioration of product quality parameters, to use recycled raw materials, to avoid substances and production processes that are harmful to the environment or health. Suppliers in their processes should avoid the use of fossil raw materials for energy or as raw materials for production.

Products offered by suppliers should be designed and manufactured in such a way as to ensure easy recycling and the possibility of repairing them.

Ekoenergetyka - Polska S.A. recommends its suppliers:

- identification, assessment and control of the environmental aspects of the activities carried out in order to continuously improve
- obtaining or maintaining the ISO 14001 certificate or equivalent
- raising awareness throughout the organization on environmental issues, so that the implementation of activities is in line with commitments made.

3.4 Business Ethics

Ekoenergetyka - Polska S.A. promotes honesty and ethics in all its activities. All suppliers of Ekoenergetyka - Polska S.A. are obliged to comply with applicable laws and regulations, including those relating to combating corruption, bribery and extortion, and must act in accordance with the principles of fair competition and fairness, both in their relations with Ekoenergetyka - Polska S.A. and with any other public or private entity. No supplier may, under any circumstances and under any circumstances, make or receive illegal payments. Similarly, Ekoenergetyka - Polska S.A. will not accept any kind of gift that could be considered an act outside the ordinary business practice or courtesy.

The supplier must report to the Purchasing Department of Ekoenergetyka - Polska S.A. any current or potential conflict of interest and any violation of the principles of business ethics set out in this section by employees of Ekoenergetyka - Polska S.A. via the following e-mail address: etyka@ekoenergetyka.com.pl

4. Confidentiality

Any information of any kind resulting from the relationship with Ekoenergetyka - Polska S.A. or acquisition in connection with cooperation with Ekoenergetyka-Polska S.A. must be treated with complete restraint and confidentiality, and the supplier will take the necessary security measures to protect them, paying particular attention to compliance with the provisions on the protection of personal data.

5. Verification of compliance with the Supplier Code of Conduct

Ekoenergetyka - Polska S.A. reserves the right to verify that its direct suppliers comply with this Supplier Code of Conduct. This verification can be carried out in various ways, such as self-assessment surveys or audits at the supplier's facilities, with reasonable advance notice.

If the supplier, running his own business for Ekoenergetyka - Polska S.A. or by participating in the order with a third party, shows behaviour inconsistent with the principles described in this Code of Conduct for Suppliers, Ekoenergetyka - Polska S.A. in particular, will be entitled to take appropriate measures and may refuse to cooperate with this supplier and terminate the present relationship, taking into account the circumstances.

6. History of Changes

No.	Version	Date	Description of changes / Reason	Author
1	1	09-07-2020	Start process	Ireneusz Lechniak
2	2	30.03.2021	Clarification of the requirements for suppliers regarding the use of recycled materials	Aneta Łabuz