

SUPPLIER CODE OF CONDUCT

The company EVIMEX Sp. z o.o. undertook to act in accordance with the specific values of responsible business as part of its activities.

Our values are:

- respecting universal human and employee rights
- acting in accordance with fundamental standards in the field of health, safety and environmental protection
- promoting sustainable development and business responsibility.

We want to cooperate with Business Partners who share our values in the area of responsible business. The purpose of this Code is to inform our Business Partners about the standards of conduct at EVIMEX Sp. z o.o. in the field of human rights, environmental protection and responsible business, which are also the preferred methods of operation among our domestic and foreign Business Partners.

SOCIAL STANDARDS

In terms of social standards, our Business Partner:

- complies with the applicable regulations of labor law
- undertakes not to employ children and not to support Business Partners who violate this rule
- should comply with all regulations regarding the working time of juvenile workers in order to provide them with the possibility of education, it is forbidden to expose young workers to any dangerous situations
- undertakes to respect human rights in its activities, and not to use or support forced labor
- ensures equal treatment for all employees regardless of age, sex, social affiliation, origin, religion, beliefs, disability, sexual orientation and does not use any discriminatory practices
- establish and follow a clear set of regulations and procedures relating to safe and hygienic work environment (health and safety and fire protection) and take measures to prevent possible accidents and damage to health. Periodic training and instruction covering all employees should play an important role in this
- respects the right of employees to associate

- takes into account the possibility of development and raising qualifications, while taking care of balance between professional and private life of employees
- it is recommended that the Business Partner undertakes activities supporting the most needy, taking into account people with disabilities, people at risk of exclusion or poverty.

ENVIRONMENTAL STANDARDS

In the field of environmental standards, our Business Partner:

- complies with the legal regulations in the area of the impact of its activities on the natural environment and strives to reduce the negative impact on the environment
- undertakes to implement regulations of its processes so that they function in a way that prevents environmental pollution
- takes into account solutions aimed at building and raising awareness in the field of ecology among employees and other participants in the supply chain
- complies with legal regulations related to waste management
- aims to minimize emergency leakages by monitoring processes and taking preventive actions. In the event of a situation, it will immediately take corrective measures and take further steps to prevent similar situations
- it is recommended that our Business Partner use natural resources rationally
- provides EVIMEX Sp. z o.o. all required documentation regarding the safety of the products

BUSINESS STANDARDS

In terms of business standards, our Business Partner:

- complies with all applicable laws and international standards
- strives to manage relations with the environment based on the principles of ethics, transparency and partnership
- applies practices related to building awareness of ethical rules
- fully complies with all applicable competition laws
- counteracts all forms of corruption, fraud, money laundering and takes preventive measures in this fields
- is free from any conflicts of interest towards EVIMEX Sp. z o.o.

- implements and applies international quality standards to ensure the highest possible quality of the processes, products and services.

APPLICATION OF THE CODE

- The terms of this Code apply to all members of staff, regardless of their status or relationship with a Business Partner. Accordingly, this Code of Conduct also applies to employees who are employed, for example, on short-term or part-time contracts.
- It is recommended that our Business Partners promote the principles set out in this document among their Contractors
- It is recommended that in the event of non-compliance with the terms of this Code, our Business Partner immediately take corrective action to remedy the deficiencies and take appropriate measures to avoid similar problems in the future.

Dąbrowa, 01.09.2022

Lech Wróbel, Prezes Zarządu