

Code of Conduct for Suppliers and Subcontractors of POLIMA AB/ POLIMA SP. Z O.O.

Scope and purpose of the document

By creating the Code of Conduct for Suppliers and Subcontractors, we want to incorporate the principles of responsible business and sustainable development also in cooperation with our Suppliers and Subcontractors. The Code is intended to be an integral part of cooperation with Suppliers and Subcontractors, also in terms of assessing their qualifications and capabilities.

We believe that such an approach based on dialogue and mutual respect between the parties will allow us to build sustainable development practices and responsible business, also among our Partners, which will have a positive impact on the common environment.

We believe that such an approach will bring many benefits to us, as well as to a wide range of our stakeholders and the environment around us.

General Rules

We make every effort to cooperate with the best Suppliers and Subcontractors selected according to objective criteria in order to fully meet the expectations of the social and business environment.

By creating and implementing this Code of Conduct for Suppliers and Subcontractors, we strive to develop and promote responsible business practices in the daily conduct of our Partners, while setting an example for their application. Aware of our role and impact on the environment, we strive to deepen and develop good practices among our Partners in key areas from our perspective, such as:

BUSINESS ETHICS AND BUSINESS PRINCIPLES

We comply with the law

Polima complies with the laws, rules and regulations of the markets in which we operate. We demand the same from our business partners.

We do not accept corruption

In its business relations, Polima always acts responsibly and ethically. We do not tolerate any corruption, bribery or blackmail in any form. This means, for example, that:

- When we take actions and decisions, we are not guided by personal benefit for ourselves or our loved ones. We do not use relationships with business partners for personal gain.
- We avoid situations that may give rise to a conflict of interest or suspicion of such a conflict. If a conflict of interest cannot be avoided, this should be openly reported to the relevant supervisor. If an employee conducts a business activity (so-called additional activity) outside of work at Polima, it is required to obtain its consent.
- We never violate applicable laws regarding the giving or receiving of bribes. We do not give or accept gifts or intangible benefits of value in excess of the level set by Polima. We also do not participate in business events that go beyond normal business activities. We comply with our business partners' policies regarding gifts, business events, etc., if they are more restrictive than Polima's policies.

We demand the same from our business partners.

We comply with competition law

Polima operates in accordance with the competition laws of the markets in which we operate. We work to promote healthy competition in tendering, bidding, procurement and procurement processes.

- We do not accept any form of illegal antitrust practices, such as price-fixing, cartels or abuse of a dominant market position.
- We do the right thing and do not undue influence or manipulate competition.

We demand the same from our business partners.

We strive to prevent financial crimes

As an active participant in the community, Polima takes responsibility for the prevention of financial crimes in the industry. Financial crime distorts competition and results in instability, unpredictability and fewer resources for the law-abiding part of society.

- We settle all financial transactions correctly.
- We oppose and actively work to prevent illegal work.

We demand the same from our business partners.

HUMAN RIGHTS AND WORKING CONDITIONS

The Supplier/Subcontractor complies with all obligations resulting from occupational health and safety regulations, strives to minimise and, as a consequence, completely eliminate accidents, injuries, illnesses or other unfortunate consequences resulting from the performance of orders for Polima among its employees, maintains documentation in the field of occupational health and safety in order to minimise hazards and continuously improve safety at work.

In relations between employees, the Supplier/Subcontractor promotes dialogue aimed at understanding, cooperation and feedback, within the limits of its capabilities, strives to provide its employees with the opportunity to participate in training to improve their professional qualifications and increase job satisfaction, does not tolerate behaviors that may bear the hallmarks of discrimination or mobbing of employees.

The Supplier/Subcontractor does not allow the work of minors and makes every effort not to use any products and services derived from the work of minors in its business activity, while taking care to comply with the provisions of the International Labour Organization relating to the work of minors.

The Supplier/Subcontractor does not use forced, slave or otherwise forced labour. It also strongly opposes illegal employment, while promoting diversity in the work environment, respecting workers' right to association, and showing respect for diversity in the workplace.

ENVIRONMENT

Polima contributes to social sustainability and constantly strives to prevent environmental risks and minimize our impact on climate change and the environment, which we also expect from the Supplier/Subcontractor.

Striving to reduce the environmental impact of our operations

The supplier/subcontractor should analyse the areas where their activities have the greatest impact on the environment from a life-cycle perspective and work towards:

- elimination of products hazardous to the environment and health,
- Increase resource efficiency
- climate neutrality.

Measures should be taken to continuously improve environmental performance. Business partners are responsible for analyzing environmental incidents and implementing corrective actions. We encourage you to learn about clean technologies and their development and implementation.

REGULATORY COMPLIANCE

We require adherence to the Code of Conduct

The principles of the Code of Conduct must be adopted and complied with in the scope of cooperation with the SUPPLIER/SUBCONTRACTOR.

All Partners wishing to cooperate with POLIMA AB/ POLIMA SP. Z O.O. should read it and accept it for use.

Any violations of the provisions of this Code may be reported via the following e-mail address:

info@polima.pl

We believe that this approach will benefit both us and our stakeholders, as well as our social and business environment.

ADOPTION AND UPDATES OF THE CODE

This Code is adopted by the Board of Directors each year at the annual report meeting of the Management Board.

Polima AB & Polima Sp. z o.o.
general manager

Jonas Cantby

