



CODE FOR SUPPLIERS OF AK Spółka z o.o.

This Code is drafted pursuant to the provisions of Polish and international law, international standards, and best business practices. All Suppliers of AK Spółka z o.o. undertake to obey the laws, standards, and regulations commonly enforced in the country of their operations irrespectively of the provisions of this Code.

AK Spółka z o.o. promotes the concept of social responsibility among its suppliers and maintains business relations with partners who respect human rights, follow legal regulations, ensure safe and fair working conditions, enforce the utmost ethical standards, and care for the natural environment in continuous improvement of their operations.

SOCIAL STANDARDS:

- 1) Ensuring safety in the workplace and employee health by obeying all legal provisions in scope of occupational health and safety.
- 2) Striving to ensure fair and non-discriminatory labour conditions by obeying all provisions of the labour law.
- 3) Unconditionally enforcing provisions on child and youth labour prohibitions and appropriate provisions on underage employees, which must be obeyed. The Supplier guarantees that no children or minors are involved in the production or distribution processes in violation of the provisions of the labour code.
- 4) Obeying international human rights in scope of the operated activity.
- 5) AK Spółka z o.o. strives to ensure compliance with regulations and customer requirements in scope of prohibition and restriction of substances, including dangerous substances and minerals from armed conflict regions. In scope of the aforementioned, suppliers must ensure that the goods delivered to AK Spółka z o.o. fulfil the requirements established in all appropriate provisions. Appropriate measures must be taken to avoid use of minerals from armed conflict areas, i.e. minerals obtained through violation of human rights directly or with approval of violation of human rights.

For details, see Attachment: Conflict Minerals Policy



ENVIRONMENTAL STANDARDS:

AK Spółka z o.o. operates with consideration of responsibility and continuous improvement in scope of its impact on the environment and compliance with legal requirements. This concerns both products and services and is aimed to reduce consumption of natural resources and emissions into the environment throughout entire product life cycles.

We expect our suppliers to follow the following requirements:

- 1) Obey the provisions of the law effective in the country of operation and at least fulfilment of international environment protection standards.
- 2) Procure and use raw materials in a responsible manner.
- 3) Refrain from using prohibited or reserved materials in product and implement mechanisms aimed to ensure appropriate compliance.
- 4) Maintain and obey environmental provisions and ensure timely reporting.
- 5) Manage dangerous materials appropriately.
- 6) Register, declare, and – if applicable – procure approval for substances in accordance with effective legal requirements.
- 7) Effectively manage resources in scope of consumption of energy, water, and natural resources.
- 8) Minimise emissions into the air, reduce waste, and prevent pollution.
- 9) Manage waste in a responsible manner.
- 10) Obey REACH, ROHS, and TSCA regulations and submit all declarations required for the supplied products.
- 11) Provide safety data sheets.
- 12) Provide raw material quality certificates and – in applicable – report substances to the IMDS database.
- 13) Use products and packaging compliant with effective environment protection and waste management requirements.



ETHICAL STANDARDS:

- 1) Responsibly manage the impact of the operated activity on the society and natural environment.
- 2) Preventing corruption – the Supplier shall counteract all forms of corruption in the operated activity and implement preventive measures.
- 3) Conducting business in an ethical manner – the Supplier shall apply ethical conduct standards in all areas of the operated activity.
- 4) The Supplier must obey the prohibition on concluding cartel agreements and other provisions on fair competition.
- 5) The Supplier must protect all confidential information provided by AK Spółka z o.o. and our appropriate business partners.

The code of conduct for Suppliers of AK Spółka z o.o. is directed to all Suppliers and Contractors cooperating with AK Spółka z o.o. We cooperate with Suppliers who understand and share our approach to responsible business and sustainable development and strive to improve and expand their good practices in areas we see as key.

We believe that this approach will benefit us, our suppliers, and our social and business environment. If a Supplier fails to follow or violates the aforementioned conditions, AK Spółka z o.o. reserves the right to take corrective measures and also to terminate cooperation with a Supplier who fails to obey the standards established in the Code for Suppliers of AK Spółka z o.o.

CONFIDENTIALITY

- 1) All information obtained by the Supplier in scope of order fulfilment, including specifically all organisational, commercial, and technical information concerning AK Spółka z o.o., not made public shall be considered by the Parties as confidential and – as such – shall not be disclosed to third parties. This obligation does not apply to situations where the information must be disclosed due to unconditionally effective provisions of the law.
- 2) Specifically, the Supplier undertakes to treat information on trade volumes, effective prices, discounts, product specifications, logistics understandings, and technological data as confidential under the penalty of having AK Spółka z o.o. withdraw from the order for reasons attributable to the Supplier and being subject to legal consequences.



- 3) The Supplier undertakes to refrain from using confidential information for purposes other than fulfilment of the order and also undertakes to provide appropriate protection to said information appropriate to its confidential nature.
- 4) The obligation to preserve confidentiality of information remains in effect following order fulfilment and may be repealed under the penalty of being invalid under written consent of AK Spółka z o.o. only.

Prezes Zarządu

Michał Kaczmarek

Michał Kaczmarek

President of the Management Board

AK Spółka z o.o.

62-052 Komorniki, ul. Kolejowa 179/181
NIP 7772468563 REGON 639740430
tel. +48 61 899-61-00 (10)