

SUPPLIER CODE OF SCHILSNER INDUSTRY GROUP SP. Z O.O.

I. HUMAN RIGHTS

Suppliers comply with country-specific labour standards and international human rights. The Supplier is obliged to notify Schilsner of any violation of these standards.

II. TERMS AND CONDITIONS OF EMPLOYMENT

The Supplier does not apply forced, slave or prison labour or unpaid labour in any form. Physical violence, psychological violence, harassment or intimidation are prohibited.

The Supplier grants employees appropriate benefits and labour rights, and complies with minimum wage, working time and overtime regulations.

Any form of employment discrimination is prohibited. The Supplier is obliged to apply equal opportunities policy.

III. CHILD LABOUR

The Supplier does not employ children under the minimum legal age of employment and complies with legal norms on the employment of minors, particularly regarding night work, hazardous work and overtime.

IV. SAFE WORKING CONDITIONS

Schilsner expects Suppliers to comply with relevant national and international legal norms setting standards and obligations to ensure safe and hygienic working conditions for employees.

The Supplier is obliged to provide employees with safe and clean working conditions and implement appropriate internal procedures related to the protection of life and health of employees. The Supplier shall minimize the risk of accidents or injuries.

Employees should be informed of their rights and obligations. The Supplier should also educate employees in this regard.

V. BUSINESS ETHICS

All manifestations of corrupt activities are prohibited. It is forbidden to accept or offer any benefit to induce a certain action, or to accept such a benefit from a third party.

We place particular emphasis on the need for Suppliers to comply with relevant national laws on counteracting unfair competition and on anti-money laundering and combating the financing of terrorism.

We do not tolerate acts of unfair competition, such as entering into agreements that restrict competition in the market, providing misleading information, or using unfair advertising.

Suppliers are required to perform their activities in an impartial and fair manner. Suppliers should counter potential conflicts of interest.

VI. PERSONAL DATA PROTECTION

Personal data of Customers and Suppliers must be secure and processed in accordance with the law. For this reason, Suppliers are required to comply with national and European regulations on the protection of personal data, in particular the GDPR regulation, and have appropriate internal solutions to ensure the protection of personal data.

VII. ENVIRONMENTAL PROTECTION

Environmental protection and sustainability are a priority for us. Suppliers are obliged to make efforts to minimize negative environmental impacts and environmental risks of all kinds.

Suppliers are required to conduct their business in compliance with applicable national and international environmental laws, and take measures to continuously reduce the consumption of natural resources, and reduce waste generation.

Schilsner encourages Suppliers to take initiatives to develop technologies and processes that support and facilitate effective environmental protection, as well as to promote environmental protection activities and educate employees in this regard.

VIII. FINAL PROVISIONS

Suppliers undertake to apply analogous requirements to their Contractors and to have a code governing ethical issues at the Supplier as an employer.

Schilsner shall have the right to verify compliance with this Code and to request additional information or data for this purpose.

Suppliers should report to Schilsner any instances of recorded unethical or illegal behaviour via email sent to etyka@schilsner.pl or in the form of a letter sent to Schilsner registered office address with the notation "Ethics".

If the Supplier is found to be in non-compliance with the rules established in this Code, Schilsner has the right to terminate all agreements between the parties without notice.

This Code is available on the Schilsner website under the Downloads tab. Schilsner reserves the right to amend this Code so as to make it compliant with applicable law. Suppliers will be notified of any change.