

SUPPLIER CODE OF CONDUCT

LERG GROUP



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I. INTRODUCTION

LERG Group cares for the matters of sustainable development and makes every effort to conduct its business with respect for human rights and environmental protection regulations.

As we recognize our social responsibility, we want to work closely with Suppliers who declare to care for the same high ethical standards that provide the foundation for building lasting business relationships based on regulatory compliance, trust, integrity and transparency.

To make our expectations clear, we have adopted LERG Group Supplier Code of Conduct, which aims to promote and implement ethical values throughout the entire supply chain. This document defines the principles on which the commercial activities of each of our business partners should be based. These principles are consistent with national and international laws, conventions and guidelines, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization conventions on fundamental principles and rights at work, and the International Bill of Human Rights. Respecting the principles set out herein will be an important criterion for the qualification assessment of Suppliers, including the entry into and extension of existing business relationships. If violations of this Code are identified, the Supplier must take corrective action. In the absence of such action, or if gross violations are identified, the LERG Group reserves the right to terminate the relationship. Furthermore, we expect the Supplier to communicate the requirements of this Code throughout its own value chain.

We reserve the right to conduct audits of our suppliers to verify their compliance with this Code. Suppliers are required to cooperate during these audits and to provide all necessary information and documentation.

II. HUMAN RIGHTS, ETHICAL EMPLOYMENT

Our business partners are required to:

- 1.1 compliance with international standards for the protection of human and labour rights,
- 1.2 counteracting all forms of discrimination (including on grounds of gender, age, race, ethnicity, nationality, religion, belief, world view, disability, political affiliation or sexual orientation), mobbing and corruption,
- 1.3 conduct ethical recruitment (not misleading potential employees about the nature of the work, not charging recruitment fees, not confiscating, destroying or denying access to identity documents),
- 1.4 compliance with applicable laws and regulations regarding the levels of salary and working hours,
- 1.5 avoiding all forms of child, forced and slave labour; not allowing any forms of modern slavery,
- 1.6 respect for freedom of association and collective bargaining, including membership in trade unions, political parties and associations,
- 1.7 comply with the rules for the use of private or public security forces.

III. HEALTH AND SAFETY

Our business partners are required to:

- 2.1 ensuring an ergonomic, healthy and safe workplace and working conditions, including appropriate personal protective equipment, access to drinking water and sanitation facilities, adequate lighting, temperature and ventilation as well as fire safety,
- 2.2 minimizing risks and hazards at workplaces, including ensuring procedures that enable the identification and limitation of the effects of potential emergency situations,
- 2.3 raising employee qualifications through regular training in occupational health and safety matters.

VI. ENVIRONMENTAL PROTECTION

Our business partners are required to:

- 3.1 fulfilment of the obligations arising from national and international law,
- 3.2 rational sourcing and use of raw materials,
- 3.3 responsible waste management,
- 3.4 responsible chemicals management,
- 3.5 monitoring of electricity, water consumption and sewage,
- 3.6 raising awareness of employees and partners in counteracting environmental pollution,
- 3.7 minimizing the environmental impact of the business, including through the use of environmentally friendly technologies,
- 3.8 protecting natural ecosystems in particular in key areas of biodiversity, not contributing to their alteration, including illegal deforestation,
- 3.9 taking measures to reduce CO₂ emissions.

V. ETHICAL STANDARDS

Our business partners are required to:

- 4.1 conducting business in accordance with the principles of fair competition and all applicable antitrust laws,
- 4.2 protection of personal data, confidential information, privacy and intellectual property of all employees and business partners,
- 4.3 preventing any form of corruption, bribery, extortion or embezzlement,
- 4.4 compliance with applicable regulations regarding the acquisition of conflict minerals,
- 4.5 enabling employees and business partners to openly or anonymously report unethical or potentially illegal acts whilst ensuring the protection of whistleblower confidentiality,

- 4.6 respect the rights of persons (including indigenous peoples and local communities) to land, forests, and water, and respect for as well as protection of cultural heritage, both tangible and intangible,
- 4.7 oppose unlawful forced evictions during the acquisition, development, or other use of land, forests, and water necessary for human subsistence.

VI. ADDITIONAL INFORMATION

LERG Group Supplier Code of Conduct is addressed to all Suppliers and Contractors conducting business with Lerg. Based on the principles contained herein, we want to support our Suppliers in building awareness of responsible business practices and sustainable development. We believe that your following the standards of the Code will contribute to enhancing our cooperation and partnership.

VII. REPORTING VIOLATIONS

Suppliers are required to report violations of this Code via the email address assigned to the given company of LERG Group. Email addresses are provided at:

www.lerggroup.pl

SUPPLIER DECLARATION

The Supplier declares that it has read the Lerg Group Supplier Code of Conduct and complies with the principles contained therein.

Supplier name

Date

Signature, position

Company stamp
