SUPPLIER CODE OF CONDUCT

LERG GROUP

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LERG GROUP

LERG SA
Pustków-Osiedle 59D
39-206 Pustków
lerg@lerggroup.pl

IZO-ERG sp. z o.o.
ul. J. Śliwki 86
44-100 Gliwice
izoerg@lerggroup.pl

Marpol Sp. z o.o.
Ignatki 40/1
16-001 Kleosin
sekretariat@marpol.pl

Sarzyna Chemical Sp. z o.o.
ul. Chemików 1
37-310 Nowa Sarzyna
biuro@sarzynachemical.pl

Hanex Sp. z o.o.
ul. Budowlanych 7
41-303 Dąbrowa Górnicza
kontakt.hanex@lerggroup.pl

WeButex Kunststoffbearbeitung GmbH
Turonstraße 15
DE-93426 Roding
info@webutex.com

Permedia Sp. z o.o.
ul. Grenadierów 9
20-331 Lublin
info@permedia.pl

Dafo Plastics SA
ul. Waksmundzka 193
34-400 Nowy Targ
dafo@dafo.pl

I. INTRODUCTION

The LERG Group is committed to sustainable development and makes every effort to conduct its business with respect for human rights and environmental protection regulations.

Recognizing our social responsibility, we seek to work closely with Suppliers who share and uphold the same high ethical standards that form the foundation for building long-term business relationships based on compliance, trust, integrity, and transparency.

To clearly communicate our expectations, we have adopted the 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 conventions of the International Labour Organization on fundamental principles and rights at work, and the International Bill of Human Rights.

Compliance with the principles set out herein constitutes an important criterion in the evaluation and qualification of Suppliers, including the establishment and continuation of business relationships. In the event of any violations of this Code, the Supplier is required to take corrective action. In the absence of such action, or if gross violations are identified, the LERG Group reserves the right to terminate the business relationship. Furthermore, Suppliers are expected to communicate the requirements of this Code throughout their 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 fully during such audits and to provide all necessary information and documentation.

II. HUMAN RIGHTS AND ETHICAL EMPLOYMENT

Our business partners are required to:

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

III. HEALTH AND SAFETY

Our business partners are required to:

2.1 ensure an ergonomic, healthy, and safe workplace and working conditions, including appropriate personal protective equipment, access to drinking water and sanitation facilities, as well as adequate lighting, temperature, ventilation, and fire safety measures,
2.2 minimize risks and hazards in the workplace, including by implementing procedures that enable the identification of and response to potential emergency situations,
2.3 develop employee skills and qualifications through regular training in occupational health and safety.

IV. ENVIRONMENTAL PROTECTION

Our business partners are required to:

3.1 comply with obligations arising from national and international law,
3.2 ensure the rational sourcing and use of raw materials,
3.3 ensure responsible waste management,
3.4 ensure responsible chemicals management,
3.5 monitor electricity and water consumption as well as wastewater generation,
3.6 raise awareness among employees and partners regarding the prevention of environmental pollution,
3.7 minimize the environmental impact of business activities, including through the use of environmentally friendly technologies,
3.8 protect natural ecosystems, in particular in areas of key biodiversity, and not contribute to their alteration or degradation, including illegal deforestation,
3.9 take measures to reduce CO_2 emissions.

V. ETHICAL STANDARDS

Our business partners are required to:

4.1 conduct business in accordance with the principles of fair competition and all applicable antitrust laws,
4.2 protect personal data, confidential information, privacy, and intellectual property of all employees and business partners,
4.3 prevent any form of corruption, bribery, extortion, or embezzlement,
4.4 comply with applicable regulations regarding the sourcing of conflict minerals,
4.5 enable employees and business partners to report unethical or potentially illegal acts, either openly or anonymously, while ensuring the protection of whistleblower confidentiality.

4.6 respect the rights of persons (including indigenous peoples and local communities) to land, forests, and water, as well as protect cultural heritage, both tangible and intangible,

4.7 oppose unlawful forced evictions in connection with the acquisition, development, or other use of land, forests, and water necessary for human subsistence.

VI. ADDITIONAL INFORMATION

The LERG Group Supplier Code of Conduct is addressed to all Suppliers and Contractors conducting business with the LERG Group. Based on the principles contained herein, we aim to support our Suppliers in building awareness of responsible business practices and sustainable development. We believe that adherence to the standards set out in this Code will contribute to strengthening our cooperation and partnership.

VII. REPORTING VIOLATIONS

Suppliers are required to report any violations of this Code via the email address assigned to the relevant company within the LERG Group. Email addresses are available 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 set out therein.

Supplier name

Date

Signature and position

Company stamp

Valid from: 03.2026