



SUSTAINABLE DEVELOPMENT POLICY FOR SUPPLIERS

Revision 4, dated 27 January 2026

Suppliers' compliance with human rights standards, safe and fair working conditions, and other principles of responsible business constitutes one of the key decision-making criteria for Maflow and Boryszew Automotive Plastics Group in the process of Supplier selection.

We recognize our significant role in shaping the highest business standards within our operating environment. Guided by the principles adopted by the Group and with the aim of exerting a positive impact on the social and natural environment, we implement a sustainable procurement policy, in particular through:

- building relationships with Suppliers based on mutual cooperation, trust and honesty,
- counteracting Suppliers, who manufacture products with the violation of human rights, as well as provide products, which were manufactured on the basis of bribery, unethical act or negative impact on the environment,
- selecting Suppliers who ensure the required quality of procured materials while also demonstrating commitment to environmental protection, fair labor standards, and business ethics throughout the entire supply chain,
- supporting Suppliers in aligning their operations with the principles set out in this Policy.

We make every effort to ensure that our Suppliers are guided by values and standards of conduct aligned with our own, as set out in detail in the Group's Code of Ethics, available at www.maflow.com and www.bap.boryszew.eu

OCCUPATIONAL HEALTH AND SAFETY

Maflow and Boryszew Automotive Plastics Group place particular emphasis on conducting business activities in full compliance with occupational health and safety principles and the protection of employee health. We promote high occupational health and safety standards in order to prevent workplace accidents and occupational diseases, and to ensure the safety and protection of all employees. We expect our Suppliers to demonstrate an equally strong commitment to occupational health and safety for employees throughout the entire supply chain and to comply with the following principles:

- The conventions of the International Labour Organization (ILO),
- Safe working conditions in accordance with ISO 45001 or an equivalent standard, as well as applicable occupational health and safety laws and regulations in the country of production.

Suppliers are required to ensure occupational health and safety primarily by:

- complying with all applicable occupational health and safety laws, regulations, and standards,
- providing all employees with working conditions that meet occupational health and safety standards,
- ensuring access to occupational health and safety training for all employees,
- monitoring and identifying potential hazards and implementing preventive measures,
- reporting incidents and conducting investigations to clarify causes and prevent future accidents.

ENVIRONMENTAL PROTECTION

One of the key objectives of Maflow and Boryszew Automotive Plastics Group is to conduct business operations while minimizing their negative impact on the environment.

We expect our Suppliers to demonstrate the same commitment to reducing the environmental impact of their activities. Therefore, our Suppliers are required to comply with the following principles and standards:

- implementation and maintenance of environmental protection activities in accordance with the requirements of ISO 14001 or an equivalent standard,
- continuous improvement in the area of environmental protection, as well as products and services, through the monitoring and enhancement of key environmental performance indicators.

Suppliers are required, in particular, to make best efforts to:

- minimize air emissions posing a threat to the environment and health, including greenhouse gas emissions and minimize the CO₂(e) emission factor,
- reduce the amount of generated waste and achieve the highest level of waste recovery and recycling,
- reduce the use of natural resources, especially by using recycled or recovered materials,
- use water efficiently, reduce water consumption, and ensure the protection of water quality,
- provide adequate protection against the risk of soil contamination,
- ensure an increasing share of energy from renewable sources in all business processes, including the same approach at Suppliers (elimination of energy from fossil fuels - decarbonisation),
- ensure appropriate and responsible management of chemicals and waste,
- reduce noise emissions to the natural environment,
- protect biodiversity and support afforestation efforts.

In order to improve key environmental efficiency indicators for products, Suppliers should ensure a proactive management of key environmental indicators, including the reduction of greenhouse gas emissions throughout the whole supply chain. Suppliers are expected to implement objectives such as:

- minimum 50% of renewable electrical energy by 2030,
- minimum 80% of renewable electrical energy by 2040 (for all types and sources of energy),
- 100% of renewable electrical energy by 2045 (for all types and sources of energy).

HUMAN RIGHTS

Maflow and Boryszew Automotive Plastics Group, as socially responsible companies, transparently communicate their requirements regarding respect for human rights through the principles set out in the Group Code of Ethics. We require our Suppliers to respect the principles covered by the Code of Ethics and to comply with all applicable national and international laws and regulations, in particular:

- the United Nations Guiding Principles on Business and Human Rights,
- the OECD Guidelines for Multinational Enterprises,
- the United Nations Universal Declaration of Human Rights.

Suppliers are primarily required to:

- ensure equal treatment of women and men with regard to recruitment, employment, remuneration and promotion, vocational training, and working conditions,
- enabling the realization of the right to freedom of assembly and collective disputes, and support freedom of association and social dialogue,
- eliminate discrimination in the workplace on the grounds of gender, race, religion or belief, age, disability, sexual orientation, nationality, political opinions, or social origin,
- cultivate and protect diversity and the culture of employees, while ensuring equal opportunities in the workplace and promoting teamwork among all employees,
- strictly prohibit and take effective measures to prevent any form of forced or compulsory labor, slavery, or child labor,
- strictly prohibit and actively prevent any violations of human rights,
- ensure the protection of privacy and personal data.

BUSINESS ETHICS

Conducting business in a socially, economically, and environmentally responsible manner is a core value of Maflow Group and Boryszew Automotive Plastics Group. Due to our operations in multiple countries worldwide, we also align our practices with the OECD Guidelines for Multinational Enterprises.

We require our Suppliers to conduct business in accordance with ethical principles, including but not limited to:

- preventing unfair competition and anti-competitive practices, including cartels,
- preventing corruption, extortion, and bribery,
- avoiding conflicts of interest,
- maintaining the financial stability of their own business and acting responsibly in relation to commitments and investments,
- ensuring fair remuneration in accordance with applicable laws and market standards, as well as providing other benefits that guarantee an adequate standard of living for employees and their families,
- complying with regulations regarding working hours and recruiting employees ethically,
- complying with export controls and economic sanctions,
- conducting business in compliance with applicable national and international laws regarding the use and protection of land, forests, and water,
- respecting third-party intellectual property rights and refraining from counterfeiting products of other entities,

- controlling the use of force and preventing violence by personnel responsible for property protection, with particular attention to the safety of women and children,
- ensuring appropriate living conditions and professional care for animals in the course of business operations,
- avoiding the use of materials and methods that pose a risk to the environment or human health when suitable alternatives exist,
- ensuring that the rights of Indigenous peoples and local communities are respected, promoted, and protected throughout the supply chain, in accordance with the United Nations Declaration on the Rights of Indigenous Peoples.

DATA PROTECTION

Suppliers are required to protect all information, particularly that of the Customer, in an appropriate manner. Data must be managed in accordance with its classification. Suppliers must ensure that sensitive data is properly collected, processed, stored, and deleted, and must require their employees to maintain the confidentiality of trade secrets. Confidential information must not be published, disclosed to third parties, or shared in any other form without the required consent.

We also expect our Suppliers to implement procedures for reporting any violations or non-compliance related to the principles described in this Policy. Suppliers must ensure that individuals reporting non-compliance with these principles are not subject to any negative consequences as a result of their reporting.

Suppliers are required to communicate and enforce this Policy throughout their supply chain.