SUSTAINABLE DEVELOPMENT POLICY FOR SUPPLIERS

Observance of human rights, safe and friendly working conditions and other matters of business responsibility by Suppliers is one of the key decision-making criteria for the Boryszew Automotive Plastic Group in the selection of Suppliers.

The BAP Group operates on the basis of the sustainable policy of orders, 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;
- Selection of suppliers guaranteeing the required quality of the purchased material, who (at the same time) care for the natural environment, good working standards and business ethics throughout the supply chain;
- Supporting suppliers, who follow the principles of this Policy in their activities.

Our aim is to ensure that our Suppliers are guided in these matters by values similar to our standards of conduct.

Our Suppliers must comply with the following rules and standards of conduct:

- Comply with the safe work practices in accordance with ISO 45001 or a similar standard in accordance with the legal regulations applicable in the country of production;
- Performance of actions for environmental protection in accordance with the requirements of ISO 14001 or similar standards in the scope of:
  - protecting quality and reducing water consumption,
  - protection of air quality,

- reduction in the greenhouse gas emissions and favoring energy from renewable sources,
- responsible management of chemicals and waste.

- Conducting business activity in accordance with the rules of ethics, such as:
  - counteracting corruption, extortion and bribery,
  - counteracting unfair competition and cartel collusion,
  - avoiding a conflict of interest,
  - ensuring privacy and protection of personal data.
- Ensuring decent salary and compliance with working time regulations;
- Enabling the realization of the right to freedom of assembly and collective disputes;
- Eliminating workplace discrimination on the basis of sex, religion, age, disability, sexual orientation, nationality, political opinion or social origin;
- No tolerance for any form of forced and slave labor, as well as child labor;
- Avoiding the use of environmentally or health hazardous materials and methods, if there are appropriate alternative solutions.

Moreover, we expect our Suppliers to operate in accordance with the United Nations Universal Declaration of Human Rights. We also require the implementation of the procedure of reporting any violations and irregularities in terms of the principles described in this Policy. The supplier should ensure that persons, who report irregularities concerning the compliance with these rules, do not suffer any negative consequences.

Suppliers are required to provide this Policy in the supply chain.

Łukasz Kaczmarczyk

Tychy, 16.02.2021 BAP Group Purchasing Director