

SUSTAINABLE DEVELOPMENT POLICY FOR SUPPLIERS

Revision 3, as of 08.02.2023

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 Maflow & Boryszew Automotive Plastics Group when it comes to the selection of Suppliers.

Maflow & Boryszew Automotive Plastics 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) take care of the natural environment, good working standards and business ethics throughout the whole 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 described in detail in Group Code of Ethics – available at www.maflow.com and www.bap.boryszew.eu

ENVIRONMENT AND WORK SAFETY

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

- complying 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,
- continuously improve their environmental performance in products and services by monitoring and improving key environmental efficiency indicators,
- conducting activities for environmental protection in accordance with the requirements of ISO 14001 or a similar standard in this regard.

Suppliers are obliged in particular to continuously undertake the following efforts:

- 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,
- reduce water consumption and protect its 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,
- take care of biodiversity and afforestation.

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).

BUSINESS ETHICS

Suppliers are expected to conduct business activity in accordance with the rules of ethics, such as:

- counteracting corruption, extortion and bribery,
- counteracting unfair competition and cartel collusion,
- avoiding conflicts of interest,
- taking care of the financial stability of the company and taking responsibility in terms of commitments and investments,
- providing decent remuneration and other benefits ensuring a proper living standard for employees and their families,
- complying with working time rules and recruiting employees in an ethical manner,
- ensuring the right of women and men to equal treatment in relation to recruitment, employment, remuneration and promotion, vocational trainings and working conditions,
- ensuring privacy and personal data protection,
- complying with export restrictions and economic sanctions,
- not infringing the intellectual property rights of third parties and not counterfeiting third party products,
- enabling the realization of the right to freedom of assembly and collective disputes,
- eliminating workplace discrimination on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political views or social origin,

- cultivating and protecting the diversity and culture of employees and at the same time equalizing their opportunities in the workplace and promoting teamwork between all employees,
- not tolerating any form of forced and slave labour, as well as child labour,
- avoiding the use of environmental or health hazardous materials and methods, if there are appropriate alternative solutions.
- conducting business in compliance with applicable legal regulations regarding respect for national and international law in terms of land, forest and water,
- 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,
- controlling the use of force and counteracting violence by persons authorized to do so in the field of protection of the supplier's property, with particular attention to women and children,
- ensuring appropriate living conditions for animals and professional care for them within the scope of the conducted activity.

In addition, Suppliers should protect all information, especially from the Customer, in an appropriate manner. Data must be managed according to its classification. Suppliers should ensure that sensitive data is properly collected, processed, stored and deleted. Suppliers should also oblige their employees to keep trade secrets confidential. Confidential content cannot be published, transferred to third parties or made available in any other form without the required consent.

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.

Tychy, 08.02.2023

Roman Otto



Purchasing Director of Maflow & BAP Group