



**BOLIX S.A. SUPPLIER  
CODE OF CONDUCT**

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## Introduction

This Supplier Code of Conduct (hereinafter referred to as the „Code“) has been developed to outline the standards that our suppliers should meet to ensure compliance with principles of ethics, human rights, and environmental management. The Code is an integral part of our business relationships and forms the foundation for building long-term cooperation based on honesty, transparency, and sustainable development. We believe that these values are key to our mutual collaboration. We expect our suppliers to actively support us in achieving these values.

We understand that suppliers are independent businesses, but their actions can impact our reputation, which is why we require strict compliance with this Code in all aspects of their operations.

## 1. Core Values and Principles

### 1.1 Integrity and Transparency

Suppliers should conduct their business in accordance with the highest standards of ethics and honesty. We expect suppliers to act transparently, providing our company with accurate and reliable information about their operations, products, and processes. Any forms of document falsification, information concealment, or data manipulation are unacceptable.

### 1.2 Sustainable Development

Sustainable development encompasses three key areas: environmental protection, social responsibility, and corporate governance. Suppliers should strive to minimize negative environmental impacts by reducing emissions, managing resources efficiently, and promoting recycling. They should promote fair working conditions, equality, diversity, and support local communities. In terms of corporate governance, suppliers should ensure transparency, accountability, and compliance with legal regulations, actively monitoring their supply chain to ensure adherence to sustainable development principles at every stage.

## 2. Human Rights

### 2.1 Human Rights Declaration

We expect our suppliers to comply with all international human rights standards, including the United Nations Universal Declaration of Human Rights. All actions taken by suppliers should be in line with these standards, and every employee should be treated with dignity, fairness, and respect.

### 2.2 Freedom of Association

Suppliers should respect employees' right to freely choose whether to join any organization or union, in accordance with applicable legal regulations.

### 2.3 Prohibition of Forced Labour

We expect our suppliers to take all necessary steps to eliminate all forms of forced, slave, or coerced labour. Employees should be employed voluntarily, legally, and in compliance with labour laws, without any pressure. Practices such as withholding identity documents to control employees or employing workers illegally, outside of legally prescribed employment forms, are prohibited.

### 2.4 Prohibition of Child Labour

Suppliers must ensure that no underage workers are involved in the production or distribution of their

goods or services. A child is defined as any person who has not reached the minimum employment age as per the laws in the respective country or, in the absence of such regulations, has not completed the minimum education age. Regardless of local regulations, it is recommended that suppliers do not employ individuals under the age of 15.

## **2.5 Wages and Working Hours**

Suppliers are required to provide wages that comply with local laws and standards. The wages should enable employees to meet their basic needs. Additionally, any overtime work should be voluntary and appropriately compensated or compensated with time off, and employees must be provided with adequate rest periods and days off in accordance with applicable regulations.

## **3. Work Environment**

### **3.1 Occupational Safety and Health**

Suppliers are responsible for creating a safe and healthy work environment that meets or exceeds local and international standards. It is essential to conduct regular occupational safety and health (OSH) training, provide appropriate protective equipment, and monitor potential hazards in the workplace.

### **3.2 Emergency Procedures**

Suppliers should develop and implement emergency procedures that ensure a quick response in case of health or life threats to employees. These procedures should be regularly updated and tested to ensure their effectiveness in crisis situations.

### **3.3 Accident Prevention**

Suppliers should implement appropriate systems and procedures to minimize the risk of accidents in the workplace. In the event of an accident, a thorough analysis of the causes should be conducted, and measures should be taken to prevent their recurrence.

### **3.4 Prevention of Bullying, Harassment, and Discrimination**

Suppliers should develop and implement workplace procedures to prevent bullying, harassment, and discrimination. Employees should feel safe and be treated with dignity, regardless of their gender, race, religion, sexual orientation, nationality, or other personal characteristics.

## **4. Environmental Protection**

### **4.1 Environmental Management**

Suppliers should implement and maintain effective environmental management systems to help minimize the negative impact of their activities on the environment. We expect them to apply best practices in reducing emissions, waste management, and efficient use of natural resources.

### **4.2 Ecological Responsibility**

Suppliers are obliged to comply with all local and international environmental protection regulations. Suppliers should engage in activities supporting sustainable development, including initiatives aimed at protecting biodiversity and reducing their carbon footprint.

### **4.3 Emission and Energy Consumption Reduction**

Suppliers should take steps to reduce greenhouse gas emissions and energy consumption, including conducting regular environmental audits and implementing technologies and processes that reduce their impact on the climate, according to the type and scale of their activities.

#### **4.4 Waste Management**

Suppliers should strive to minimize the amount of waste generated in their operations and promote recycling and the reuse of raw materials. All hazardous waste must be managed safely and in compliance with legal regulations.

### **5. Quality**

Given that the raw materials, components, and services supplied by our suppliers have a direct impact on the quality of our final products, we always require full compliance of deliveries with the established quality parameters, applicable regulations, and industry standards. We also expect our suppliers to continuously improve their production and service processes. It is crucial that suppliers ensure quality control at every stage of the supply chain – from raw materials to finished products – to guarantee the safety, durability, and reliability of the products. Any non-conformities must be reported immediately, and suppliers are obligated to take prompt corrective actions to minimize the risk to our production and customer satisfaction.

### **6. Business Ethics**

#### **6.1 Legal Compliance**

Suppliers are required to comply with all applicable laws, both national and international. In particular, they must adhere to laws regarding fair competition, intellectual property protection, anti-corruption, and environmental protection.

#### **6.2 Anti-Corruption**

Suppliers should implement appropriate preventive and control measures to ensure that no forms of bribery, extortion, or other corrupt practices occur. We expect full transparency in business relationships and compliance with international anti-corruption standards. All Suppliers are also required to adhere to our internal anti-corruption policy, which prohibits offering, giving, or receiving any financial or personal benefits in exchange for gaining unfair advantages in business dealings. We expect Suppliers to proactively support anti-corruption efforts and report any suspicious situations.

#### **6.3 Confidentiality and Data Protection**

Suppliers are obliged to protect all confidential information obtained during cooperation with our company. They must ensure that personal data and other confidential information are protected from unauthorized access, disclosure, and loss. We require the use of appropriate technical and organizational measures to ensure data security.

#### **6.4 Fair Competition**

Suppliers must conduct their business in accordance with the principles of fair competition. Any monopolistic practices, price-fixing agreements, or other actions aimed at limiting competition or gaining unfair market advantage are unacceptable.

#### **6.5 Conflict of Interest**

Suppliers are obligated to avoid situations where their personal interests may influence professional decisions. All actions taken should be fair and transparent and aligned with the interests of our company. In the event of a potential or actual conflict of interest, the Supplier is required to promptly inform us and avoid any actions that could cause such a conflict, particularly with regard to individuals with whom they have personal or financial ties. The priority is to maintain full transparency and trust in business relations.

### **7. Management and Monitoring**

### **7.1 Audits and Assessments**

We reserve the right to conduct audits with our suppliers to verify their compliance with the principles outlined in this Code. Suppliers are required to fully cooperate during these audits and provide all necessary information and documents.

### **7.2 Supply Chain Compliance**

Suppliers are responsible for ensuring that all entities in their supply chain also adhere to the principles set forth in this Code. We expect suppliers to monitor their subcontractors and partners to ensure compliance with ethics, human rights, and environmental protection requirements.

### **7.3 Due Diligence**

Suppliers should implement appropriate due diligence procedures to identify, assess, and manage risks associated with their operations. We expect suppliers to conduct regular reviews of their processes and implement necessary corrections to minimize risk.

## **8. Reporting Violations**

### **8.1 Reporting Mechanisms**

Suppliers should implement systems that enable employees, customers, and other stakeholders to report violations and breaches of law.

### **8.2 Protection of Whistleblowers**

Suppliers are required to protect whistleblowers and those reporting legal violations from retaliation. Every whistleblower should feel safe, knowing that their actions are supported and protected.

## **9. Code Violations**

In case of violations of the principles outlined in this Code, cooperation with the supplier may be terminated or suspended until full rectification of the identified irregularities.

Irregularities and any violations of the Code can be reported by mail to the address of BOLIX S.A., ul. Stolarska 8, 34-300 Żywiec, with the note „Supplier Code of Conduct”. All reports will be treated with full confidentiality and thoroughly reviewed in accordance with the company’s procedures.”

## **Conclusion**

The provisions of this Code are intended to supplement, not replace, the terms set out in any legal agreements or contracts between the supplier and the company or its subsidiaries. We expect suppliers to apply the same standards contained in the Code to their supply chain, including subcontractors and external labour agencies. The Code does not create any rights or benefits for third parties, such as suppliers, subcontractors, their employees, or other entities.



**Supplier Declaration**

As a Supplier, I confirm that:

- I have received and understood the BOLIX S.A. Supplier Code of Conduct.
- I commit to complying with its principles and understand that non-compliance may be considered a breach of my obligations, which could result in sanctions as outlined in the Code.
- I commit to making every effort to ensure compliance with this Code within my supply chain.

Supplier Name:

.....

Name and Position of Representative:

.....

Signature:

.....

Date:

...../...../.....

Supplier Stamp:



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