

INTRODUCTION

Coko-Werk Polska Sp. z o.o. strives to build relationships with suppliers based on mutual agreement, common values and development of expected behaviors. To this end, the Suppliers Code of Conduct for suppliers of Coko-Werk Polska Sp. z o.o. contains indications for safe and ethical behavior, as well as respect for work and human rights. Coko-Werk Polska Sp. z o.o. requires all of its suppliers to cooperate with each other and engage in compliance with the Suppliers Code of Conduct for suppliers of Coko-Werk Polska Sp. z o.o.

1. SAFETY

Coko-Werk Polska Sp. z o.o. expects its suppliers to do their utmost to ensure healthy and safe working conditions. By this, it means the creation of conditions so that the supplier's employees can safely perform their work. In addition, the supplier must respect the employee's right to terminate work in a life or health emergency. Coko-Werk Polska Sp. z o.o. requires suppliers to monitor threats and strive for continuous improvement of work safety.

2. WORKING CONDITIONS

Suppliers are expected to comply with all labor law provisions (e.g. in terms of working time) and the provisions of the Coko-Werk Polska Sp. z o.o. Code of conduct. In addition, Coko-Werk Polska Sp. z o.o. objects to the restriction of the freedom of movement of employees by, for example, taking identity documents, passports or work permits. In the case of employing adolescents, Suppliers are obliged to provide them with special care in accordance with applicable law.

3. RESPECTING HUMAN RIGHTS

The Supplier guarantees equal treatment for all employees, any discrimination based on sex, age, disability, religion, race or other is unacceptable and inconsistent with the Code of Conduct of Coko-Werk Polska Sp. z o.o. Coko-Werk Polska Sp. z o.o. requires suppliers to respect human rights and respect employees' right to associate.

4. CARE FOR THE NATURAL ENVIRONMENT

The supplier cares for the natural environment by complying with the law in the field of environmental protection and continuous efforts to reduce negative impact on the environment. Coko-Werk Polska Sp. z o.o. requires suppliers to respect legal regulations relating to waste management and to limit the amount of waste generated related to the type of business. The supplier cares about the environment in particular by limiting energy consumption, saving water resources, limiting emissions to air, managing natural resources and managing chemicals correctly.

5. COUNTER-CORRUPTION

The supplier conducts business activity in a manner consistent with the requirements of law. In addition, the supplier counteracts all forms of corruption and bribery. In the case of attempts to extort or give a bribe, the supplier takes corrective actions to avoid similar situations in the future. Suppliers

should not propose employees of Coko-Werk Polska Sp. z o.o. to take gifts or other benefits that would favor a particular supplier.

6. PROHIBITION OF MOLESTING

Suppliers should be aware that Coko-Werk Polska Sp. z o.o. is opposed to any harassment, physical, psychological or sexual violence at any place in the supply chain. Suppliers should make every effort to work as one team with respect and mutual tolerance.

7. PROHIBITION OF CHILD LABOR AND FORCED LABOR

Suppliers who use child labor will be removed from further cooperation with Coko-Werk Polska Sp. z o.o. In addition, Coko-Werk Polska Sp. z o.o. will not cooperate with suppliers who use people for forced labor. This applies to forced prison work, forced debt payment, work under threat or any other form of forced labor.

8. CONFIDENTIALITY

Coko-Werk Polska Sp. z o.o. obliges suppliers to protect confidential information and take all measures to counteract the disclosure of confidential information and limit the disclosure of confidential information and materials to people who do not have access to them or do not need them, and which, by obtaining them, could contribute to the destruction of the good reputation of Coko-Werk Polska Sp. z o.o. or would harm the interests of Coko-Werk Polska Sp. z o.o. in any other form.

Coko-Werk Polska Sp. z o.o. recognizes as confidential information all technical, technological and organizational information about the company or other information having an economic value or which may contribute to the creation of counterfeit products of Coko-Werk Polska Sp. z o.o. or clients of Coko-Werk Polska Sp. z o.o., including all information and data regarding Coko-Werk Polska Sp. z o.o. and Coko-Werk Sp. z o.o. contractors or clients to whom the Counterparty has gained access, regardless of the method of gaining access, including in particular, but not limited to: know-how, technical, technological and organizational information of the enterprise run by Coko-Werk Polska Sp. z o.o. and contractors or clients of Coko-Werk Polska Sp. z o.o., information about suppliers, service providers, employees, recipients, business partners and any other entities with whom Coko-Werk Polska Sp. z o.o. cooperates; information about products manufactured by Coko-Werk Polska Sp. z o.o., contractors or clients of Coko-Werk Polska Sp. z o.o., their features, properties, composition, components used, production methods, manufacturing, processing, storage, transport and delivery; information on applicable prices, remuneration, margins, turnover, production and sales techniques; information about offers, inquiries, contract content, course of negotiations; any other information the disclosure of which could expose Coko-Werk Polska Sp. z o.o. for any damage and any other information that Coko-Werk Sp. z o.o. will consider confidential and will inform the Contractor about it.

Coko-Werk Polska Sp. z o.o. considers confidential materials as all mediums, belonging both to Coko-Werk Polska Sp. z o.o. as well as to contractors or clients of Coko-Werk Polska Sp. z o.o., which

contain Confidential Information, including, but not limited to, printouts, documents and notes made in a computer or manual script, photographs, drawings and diagrams, VAT invoices and other accounting documents, e-mail correspondence and all electronic media, as well as other items, among which it is possible, inter alia, but not exclusively, to read or copy information.

9. PERSONAL INFORMATION

The Supplier guarantees that all personal data from Coko-Werk Polska Sp. z o.o. will be collected, recorded, stored and deleted in accordance with applicable law and the GDPR.

10. FAIR COMPETITION

Suppliers are required to conduct their business in accordance with the principles of fair competition and applicable antitrust laws. It is forbidden for the suppliers to participate in tender collusions such as over-bidding or holding offers or in any other form. Suppliers undertake to accurately record, maintain and report to relevant bodies their business documentation, including, but not limited to, financial accounts, quality reports, time records, expense reports and requests to clients or regulatory authorities, if any. All books and records are maintained in accordance with applicable law and generally accepted accounting principles.

11. PRINCIPLES OF EXPORT

Export management by Suppliers is carried out in accordance with the relevant national and international laws. The supplier will not supply goods, services and technologies to countries, regions, enterprises or entities and persons on whom economic sanctions have been imposed.

12. PROTECTION OF IDENTITY

Each Supplier's employee has the right to report to the top management irregularities in any area of the company's operations. The supplier undertakes to prevent any repression or acts of retaliation against that person.

13. RESPONSIBLE ACQUISITION OF MATERIALS

Coko-Werk Polska Sp. z o.o. obliges suppliers to not use in their production raw materials or services consciously obtained from sources (e.g. regions, countries) that contribute to violation of human rights, violation of the rules of bribery and ethics or negatively affect the environment. Suppliers are obliged to use reliable steelworks and refineries to obtain tin, tungsten, tantalum and gold contained in the products they manufacture.

14. SUPPLY CHAIN

Suppliers are required to pass on and enforce this Code with their suppliers.