



**SUSTAINABLE DEVELOPMENT POLICY
FOR SUPPLIERS**

KH-KIPPER promotes sustainable development throughout the entire supply chain and expects the same behaviour from its suppliers. KH-KIPPER requires all suppliers to comply with the principles of sustainable development listed below. Our partners are requested to communicate these requirements to their employees and suppliers.

Minimum supplier requirements:

1. Working conditions and human rights

KH-KIPPER's approach to human rights is based on the United Nations Guiding Principles on Business and Human Rights. Suppliers are required to respect and support internationally recognized human rights. They must ensure their employees with adequate work facilities that provide, at a minimum, easy access to drinking water and sanitation, fire safety, emergency medical assistance, and adequate lighting and ventilation.

2. Child and youth work

Suppliers may not, under any circumstances, use child labor as defined by the ILO and United Nations Conventions and/or under national law, whichever is more stringent.

3. Wages and employee benefits

Suppliers must comply with all applicable wages and fringe benefits laws, regulations and industry standards.

4. Working time

Suppliers must comply with all applicable labor laws, regulations and industry standards regarding working hours.

5. Contemporary slavery

Suppliers must not allow modern slavery (slavery, forced, compulsory or slave labor, servitude or human trafficking).

6. Freedom of association and collective bargaining

Suppliers must respect the rights of workers to form and join Trade Unions and Collective Bargaining Agreements and Associations.

7. Anti-harassment and non-discrimination

Suppliers must strictly comply with all applicable laws and regulations prohibiting any discrimination in the recruitment and employment process on the basis of religion, age, nationality, color, gender, sexual orientation, physical condition, health condition, political opinion, faith or based on other criteria the use of which is prohibited by law.

8. Health and Safety

Suppliers are responsible for keeping their employees safe in the workplace in accordance with all applicable laws, regulations and industry standards.

9. Business ethics

KH-KIPPER expects the suppliers to conduct business in an ethical, honest and transparent manner. The issues that we identify as priority are:

- Honesty and transparency in running a business
- Safety, health and environmental protection
- Human rights
- Responsible management

10. Counteracting corruption, extortion and bribery

Suppliers are prohibited from bribery and corruption of any kind. Suppliers found to be involved in bribery or corruption will have to face appropriate measures, including termination of the cooperation agreement and even criminal liability in accordance with applicable law.

11. Privacy and data protection

Suppliers must respect and protect the confidentiality of information belonging to KH-KIPPER, their customers, business partners and suppliers in accordance with applicable laws, regulations and ordinances.

12. Counteracting unfair competition and cartel collusion

Suppliers must adhere to the principles of fair competition and adhere to the non-collusion with competitors and other measures that hinder the functioning of the free market.

13. Avoiding Conflicts of Interest

The KH-KIPPER company expects from its suppliers that there will be no conflicts of interest with their participation.

14. Reporting irregularities and protection against retaliation

Suppliers must provide their employees, stakeholders and external entities with the possibility of reporting complaints, grievances, irregularities and violations of the law. Information provided as part of a complaint, grievance, or notification of irregularities or violations of the law must be confidential and be protected against disclosure to unauthorized persons. The fact of their transfer may in no way adversely affect the situation of the persons transferring them.

15. Environmental protection

Suppliers must fulfill all legal obligations in the field of environmental protection and strive to improve their performance in this respect, in particular aiming at:

- optimization of the consumption of raw materials, consumables intended for production
- safe use and elimination of hazardous chemicals in production
- responsible use of water resources, purification of rainwater and limiting the displacement of pollutants
- minimizing the amount of pollutants emitted into the air
- implementation of an appropriate, selective waste management.

President of the Board

Andrzej Kamionka