



CODE OF CONDUCT FOR EXTRAL SUPPLIERS

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Introduction

Sustainable development is the foundation on which we build our business.

The Supplier Code of Conduct indicates the values and requirements that guide us at EXTRAL and we expect our suppliers to identify with these values and requirements in order to provide services of the highest quality in an innovative and environmentally-friendly manner.

We are aware that it is difficult to indicate detailed rules that could be applied in every situation; therefore the Code is implemented to such an extent that the values indicated in it are applied as widely as possible.

EXTRAL bases its relations with suppliers on mutual respect, partnership, trust and mutual business benefits.



Employees

We expect suppliers to ensure fair working conditions, including compliance with relevant legal regulations regarding:

- Non-acceptance of any form of harassment, discrimination and mobbing or other behaviour that is considered degrading,
- local laws on the possibility of association and collective bargaining,
- Providing employees with representation and dialogue,
- Ensuring a safe working environment by complying with the relevant legal provisions in the field of occupational health and safety and the use of solutions aimed at constant improvement of work safety,
- Compliance with the provisions on the possibility of employing minors and respecting the proportionality of free time to working time,
- the elimination of any and all forms of modern slavery and forced labour,
- Fair remuneration for work.



Business relations

At EXTRAL, we have a policy of openness and transparency, which is the key to credibility and trust in business practice.

We expect our suppliers to take actions aimed at striving for high-quality business relationships, in particular:

- Basing business relationships on transparent and partner-like principles that enable quick clarification of doubts and conflicts,
- Compliance with the law (local and international), standards and certificates as well as specific industry regulations to which suppliers have committed themselves on the basis of separate arrangements,
- Exercise due diligence when concluding contracts with business partners, including requirements regarding sanctions, personal data protection and anti-money laundering,
- compliance with fair competition as well as antitrust regulations,
- Lack of tolerance for any form of corruption,
- Avoiding a conflict of interest towards EXTRAL and disclosing a conflict of interest if such a conflict could affect business relations,
- Ensuring adequate protection of property, including trade secrets, patents and know-how,
- Compliance with the regulations and product safety requirements.



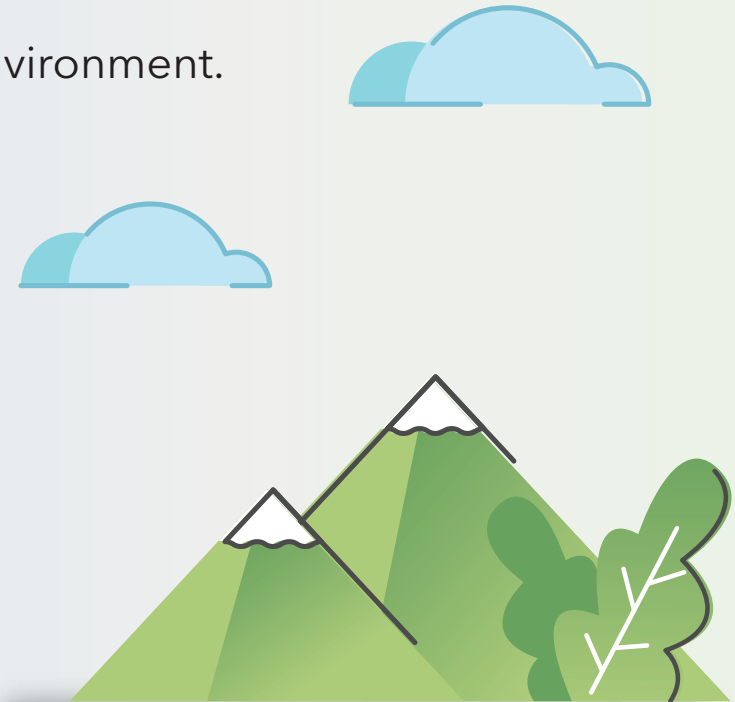
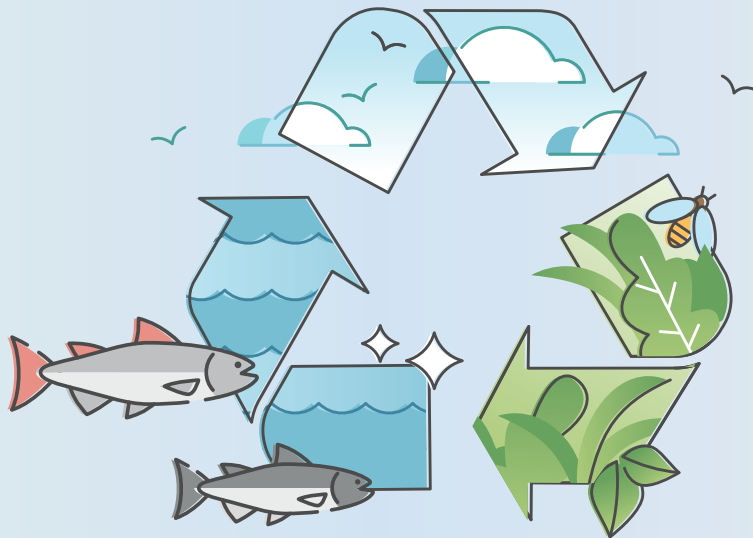
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Environment

EXTRAL is significantly committed to environmental and climate protection, therefore we expect suppliers to reduce the negative impact on the environment and respect natural resources, in particular by:

- Compliance with all applicable environmental protection regulations,
- Implementation of innovative solutions based on the latest available technologies to reduce the consumption of raw materials and utilities, in particular, concerning water quality and consumption and water management, as well as taking care to protect air quality,
- Steadily increasing the use of recycled secondary raw materials,
- Raising environmental awareness in the company and its external environment.

We engage our suppliers in activities aimed at achieving environmental goals aimed at reducing the negative impact on the environment through ongoing cooperation and providing necessary information on environmental aspects.



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Society

EXTRAL carries out a number of activities related to activities for the benefit of the society, including the local community, therefore:

- We expect our suppliers to support and protect human rights and We encourage you to support local communities and engage in charity.



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Verification

EXTRAL has appropriate procedures for verifying compliance with the provisions of the Code.

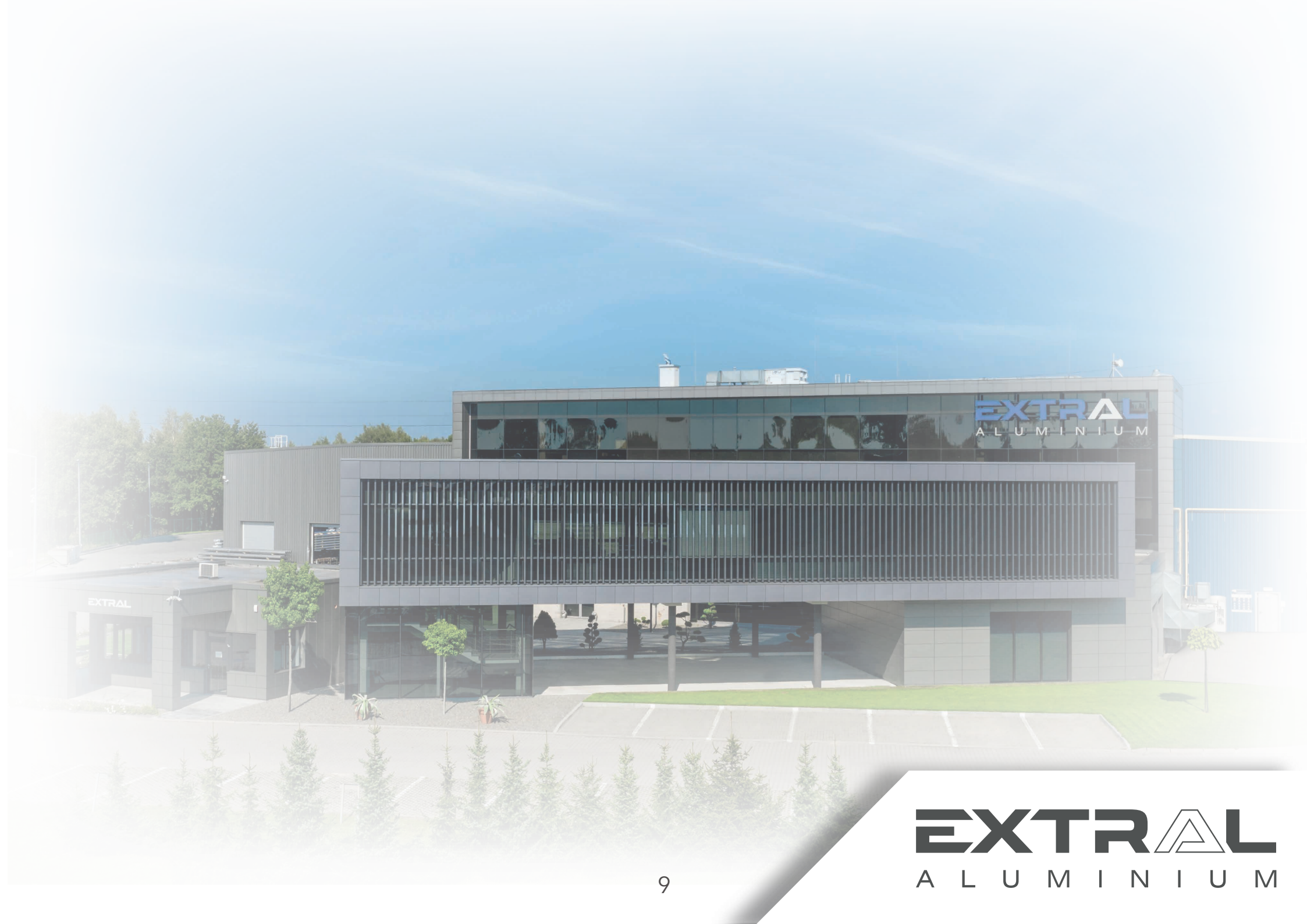


Functioning of the Code

The Code is available to all EXTRAL suppliers. The Code complements the provisions contained in contracts with suppliers.



EXTRAL has appointed Compliance and ESG Manager to whom questions can be directed in the event of doubts regarding the compliance of attitudes or behavior with the Code.



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