



SUPPLIER CODE OF CONDUCT

People. Company. Planet.



" ... ENGINEERING AND INNOVATION IN DNA AIUT... "

We are a private engineering company with traditions. For more than 30 years we have been distinguished by our work ethos, professionalism and the responsibility with which we approach our projects. For our clients, we remain a trusted partner. We operate on the basis of clear values and the highest standards. In parallel with the development of the company, our activities are focused on ensuring safe and stable development for our employees and associates.

We have implemented the "Aitut Supplier Code of Conduct" based on dialogue and partnership with Our Suppliers, wishing to actively participate in raising their awareness and social responsibility. The Code is intended to be an integral part of working with Suppliers also in assessing their qualifications and capabilities. We believe that such an approach based on mutual respect between the parties will allow us to develop awareness and build sustainable development and responsible business practices, including among our Suppliers which will have a positive impact on the common environment.



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We believe that this approach will bring many benefits to us as well as to a wide range of our Stakeholders and the surrounding environment.

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The Aiut Group is constantly striving to achieve the highest standards in conducting business and constantly requires itself to implement the best solutions

Under this Aiut Supplier Code of Conduct, a supplier is a person, organization or company that supplies, sells or leases materials, products or services directly to AIUT Group companies. The Aiut Group, on the other hand, is Aiut Sp. z o.o.. together with all its related parties. Related parties, on the other hand, are understood to be any entity that is:

- directly or indirectly controlled by Aiut Sp. z o.o.
- directly or indirectly controls Aiut Sp. z o.o.

"Control," on the other hand, means ownership of at least 50% of the shares or majority voting rights.

The Code is guided by the fundamental principles outlined by the United Nations in its Guiding Principles on Business and Human Rights and underscores our commitment to respecting all internationally recognized human rights in accordance with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We created the Supplier Code of Conduct to outline our expectations for the business practices of our suppliers and to ensure that they are also guided by these principles.

Aiut's Supplier Code of Conduct describes the minimum requirements for Suppliers to conduct themselves in accordance with the values and principles of social responsibility and sustainability. Social responsibility and sustainability are important elements of the company's strategy.

It is hoped that the Aiut Supplier Code of Conduct will contribute to:

- Unification of standards of conduct of Suppliers,
- Indications of good practices in the conduct of Suppliers,
- Improving the quality of products delivered and services provided,
- Reduce the likelihood of ethical, social and environmental risks associated with Suppliers' business activities,
- Implementing the principles of social responsibility and sustainability throughout the supply chain



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SUPPLIER CODE OF CONDUCT

I. BUSINESS ETHICS

The AIUT Group conducts business activities in accordance with the highest ethical standards, guided by an elaborate system of values based on respect, honesty, responsibility, solidarity and cooperation

Our Aitut Supplier Code of Conduct sets out the minimum, non-negotiable standards that must be met by all suppliers in our supply chains in accordance with the due diligence described in this document.

Ethical requirements include, but are not limited to:

- Business Integrity,
 - Privacy and intellectual property,
 - Ability to report violations of the law
-
- Personal data protection - Aitut Group attaches great importance to the security of personal data processed in connection with its operations. Accordingly, it cooperates only with entities that guarantee the provision of an adequate level of security for personal data. As part of this cooperation, Aitut Group Suppliers declare that they take all necessary steps to ensure that personal data is processed in a manner that complies with data protection laws. In particular, Aitut Group Suppliers shall implement appropriate technical and organizational measures to secure personal data against unauthorized access, disclosure or destruction. In addition, Suppliers shall ensure the realization of the rights of data subjects and scrupulously comply with the principles of personal data processing.
-
- Confidentiality - Suppliers owe a duty to maintain the confidentiality of information. "Confidential Information" often referred to as business secrets, is any information that has commercial value to the Aitut Group. The above definition includes inventions, business secrets, commercial information, technical information, computer programs, product designs and manufacturing expertise. Information regarding the Aitut Group that is available to the public does not constitute Confidential Information. Suppliers to the Aitut Group should keep strictly confidential information used or obtained in the course of their duties. All information and documents from previous, current or future projects should be treated as the property of the client and properly protected from unauthorized access. Disclosure of any protected information is prohibited. Aitut Group suppliers guarantee the highest security of information stored in their databases and information systems.
-
- Media - AIUT Group expects Suppliers and their employees to seek written approval from AIUT Group before taking any photos, videos, advertisements: of AIUT Group production processes or AIUT Group facilities. Suppliers must also obtain written approval from AIUT Group before issuing any public or statement, press release commercial material using AIUT's name, logo, trademark or trademarks.



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SUPPLIER CODE OF CONDUCT

II. HUMAN AND LABOUR RIGHTS

We require our suppliers and business partners to respect the human and fundamental rights of the countries in which they operate and to ensure a fair working environment. In addition, we expect them to combat rights violations, discrimination and adverse conditions as part of their human rights due diligence. This area covers, among other issues:

- Ban on child labor,
- Voluntary employment
- No discrimination
- Fair treatment
- Working time and decent salary
- Freedom of association,
- Safe working conditions,

III. ENVIRONMENTAL PROTECTION

Our goal is to make a positive environmental impact wherever we operate and to achieve environmental sustainability within our supply chains. We recognize the need for sustainable product supply in response to the growing demand for food, feed and renewable fuels of the global population.

This area includes, among others, the following:

- Conservation of natural resources and climate
- Environmental and workplace safety,
- Waste and emissions
- Waste Management,
- Environmental Impact Management,

IV. HONESTY AND TRANSPARENCY

In its business practice, the Aiut Group acts in accordance with the key values contained in the Code of Ethics, setting the expected attitudes and behavior - i.e.: with professionalism and credibility, giving importance to cooperation, safety and social responsibility. The Company is committed to the concept of responsible business - taking care of credibility and transparency, building lasting and transparent relationships with stakeholders. Suppliers undertake to comply with all applicable laws, contracts and generally recognized norms and standards. This area includes, among others, the following:

- Tax Fairness,
- Anti-Corruption,
- Anti-Money Laundering,
- Conflict of interest



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Economic Sanctions - Our Suppliers represent that neither the Supplier nor its affiliates, owners, employees, directors, officers, consultants, agents and/or representatives and its beneficial owners are subject to Sanctions, including:

- A person on the U.S. Designated and Blocked Persons List (the "SDN List") or any other Sanctions List maintained by any other Sanctions Issuing Authority, bearing in mind that the designated lists are subject to changes and updates, including lists of terrorist organizations, lists of international drug cartels, and persons associated with activities related to weapons of mass destruction;
- a resident of a country or a company incorporated and operating under the laws of a country or in the territory of a country subject to Sanctions or whose government is subject to Sanctions ("Sanctioned Country");
- directly or indirectly controlled by or acting for or on behalf of any of the entities indicated above.

The supplier further declares that:

- none of its subcontractors, sub-suppliers or Persons in the Supplier's supply chain are Sanctioned Persons and performance of the Contract involving such Persons does not violate any Sanctions,
- no product, component or raw material from Sanctioned Countries or regions shall be used by the Supplier for the performance of the Contract,
- no bank or person affiliated with such bank that is involved in the execution of the Agreement or the transfer of money or the settlement of the Agreement is a Sanctioned Person and the execution of the Agreement involving such bank or person does not violate any Sanctions,
- the execution of the order does not violate the prohibitions on the provision of any technical assistance, intermediation or any other services related to the goods and technologies that are covered by the Sanctions or their changes/updates in the future,
- implementation of the order does not violate the prohibitions on entry or movement in the territory of Poland of goods originating in Russia or Belarus under heading 2701 or 2704 of the Combined Nomenclature (CN) called "coal", including other goods that may be subject to changes / updates to the Sanctions. At any request of Aiut Sp. z o.o., regardless of the country of origin, the Supplier shall have and make available documents confirming the country of origin of coal and other goods which may be subject to amendments/updates to the Sanctions,
- is not a party to any contract, does not place any orders or purchase any services involving Sanctioned Persons/goods.

Conflict minerals - The Aiut Group is committed to ensuring responsible sourcing of conflict minerals such as tin, tantalum, tungsten and gold (also known as "3TG"), refusing to fund, directly or indirectly, wars, armed groups or contribute to human rights abuses. Accordingly, we expect Our suppliers to also take measures to ensure compliance with this principle along the supply chain.



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V. MAINTAINING SUSTAINABILITY STANDARDS IN THE VALUE CHAIN

The Aiut Group is committed to supporting its Suppliers in building awareness and promoting best practices for responsible business and in developing Suppliers' operations in accordance with responsible business and sustainability standards.

The Aiut Group reserves the right to review the Aiut Supplier Code of Conduct through appropriate actions with suppliers and business partners. This may, for example, take the form of questionnaires, assessments or audits of suppliers at their facilities. Audits at facilities will be announced in advance and conducted jointly with representatives of the supplier and business partner, in accordance with applicable laws, including data protection regulations.





SUPPLIER CODE OF CONDUCT

SUPPLIER'S STATEMENT

1. By signing and returning this document, the Supplier assures that it has read and agrees to abide by all provisions contained in the Aiut Supplier Code of Conduct and the Aiut Group Sustainable Purchasing Policy.
2. The statement was signed by persons authorized to represent the Supplier.

NAME	
POSITION	
DATE	
SIGNATURE OF AUTHORIZED PERSON FOR REPRESENTATION SUPPLIERS	

The completed and signed Supplier Statement should be returned to AIUT Group.
at email address: zakupy@aiut.com.pl



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