



aiut

Aiut Supplier Code of Conduct

PEOPLE, COMPANY, PLANET.

SUPPLIER CODE OF CONDUCT

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 line with the development of the company, our activities are on ensuring safe and stable growth to our employees and regular associates.

We have implemented **the "Aiut 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 cooperation with Suppliers also in terms of assessing their qualifications and capabilities. We believe that this approach based on mutual respect between the parties will allow for the development of awareness and building the sustainable values, and responsible business practices also among our Suppliers. We believe that such an approach will bring benefits to us, our wide range of stakeholders and the natural environment.



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The Aiut Group strives to uphold the highest standards of business conduct and is committed to the continuous implementation of best practices. The Aiut Group consists of the parent company and all its affiliated subsidiaries.

The parent company is Aiut sp. z o.o., headquartered in Poland. Affiliated subsidiaries are defined as any entities directly or indirectly controlled by Aiut sp. z o.o. "Controlled" is understood as holding at least 50% of the shares, stock, or majority voting rights.

As defined in 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 the AIUT Group.

BASICS OF THE CODE

The Aiut Supplier Code of Conduct is guided by the fundamental principles outlined by the United Nations in the Guiding Principles on Business and Human Rights and emphasizes our commitment to respect all human rights recognized worldwide in accordance with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

We have created a Supplier Code of Conduct to outline our expectations regarding the business practices of our suppliers and to ensure that they are also guided by these principles.

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



OBJECTIVES OF THE CODE

- 1 Unification of standards of Suppliers' conduct
- 2 Indications of good practice of conduct
- 3 Improvement the quality of products delivered and services provided
- 4 Reduction of the likelihood of ethical, social and environmental risks associated with Suppliers' business activities
- 5 Implementation of the principles of social responsibility and sustainability throughout the supply chain

The AIUT Group conducts business in accordance with the highest ethical standards, guided by an elaborate value system based on respect, integrity, responsibility, solidarity and cooperation. Our Supplier Code of Conduct sets out the minimum, non-negotiable standards that shall be met by all Suppliers in our supply chains in accordance with the with the due diligence rules described in this document.

Ethical requirements include:

- Business integrity
- Privacy and intellectual property
- Ability to report violations of the law

Data Protection:

The Aiut Group attaches great importance to the security of personal data processed in connection with its operations. Accordingly, it works only with entities that guarantee the provision of adequate security of personal data.

PRINCIPLES OF ETHICAL CONDUCT



Fair competition

Suppliers act in respect of fair competition, regulations regarding anti-money laundering, monitor and prevent conflicts of interests. They promote ethical attitudes among employees and business partners.



Information confidentiality

Suppliers do not disclose any information that has been obtained in the course of cooperation, including confidential information and business secret. Both legal regulations and common rules of the business environment are observed.



Anti-Corruption

Any form of corruptive behaviour is unacceptable. Suppliers have an absolute obligation to comply with applicable anticorruption laws, taking into account local and international regulations.



CONFIDENTIALITY AND MEDIA

Suppliers owe a duty to keep information confidential.

"Confidential Information" often referred to as business secrets, is any information that has commercial value to the Aiut Group. The above definition includes inventions, business secrets, and commercial information, technical information, computer programs, product designs and manufacturing expertise.

The Aiut Group information that is publicly available, do not constitute Confidential Information.

The Aiut Group Suppliers should maintain strict confidentiality of 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 adequately protected from unauthorized access. Disclosure of any confidential information is prohibited. The Aiut Group Suppliers guarantee the highest security of information stored in their databases and systems.

The Aiut Group expects that before an execution of any photos, videos, advertisements of Aiut's production processes or facilities belonging to the AIUT Group, Suppliers and their employees should ask for written approvals from the AIUT Group.

Before issuing any public statement or press release of commercial material with AIUT's name, logo or trademarks, suppliers must also ask for a written approval from the AIUT Group.

HUMAN AND LABOUR RIGHTS

We request Aiut 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 violations of rights, discrimination and adverse conditions as part of human rights due diligence. This area includes, among other issues:



BAN ON CHILD LABOUR



WORKING TIME AND REMUNERATION



FREEDOM OF ASSOCIATION



SAFE WORKING CONDITIONS



VOLUNTARY EMPLOYMENT (ANTI-MODERN SLAVERY)



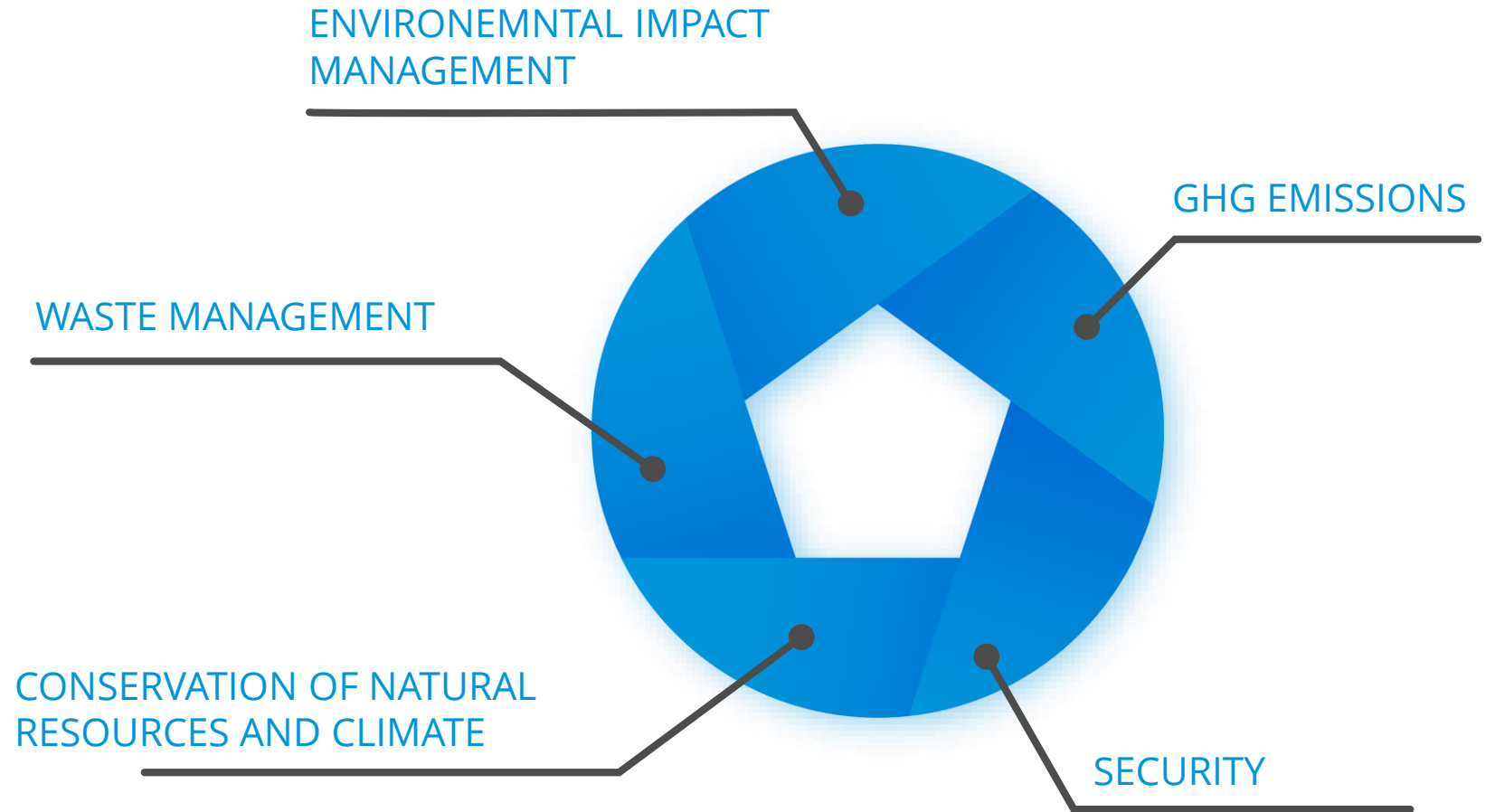
NON-DISCRIMINATION (INCLUDING LOCAL COMMUNITIES)



FAIR TREATMENT (DIVERSITY, EQUITY AND INCLUSION)

ENVIRONMENTAL PROTECTION

Our goal is to make a positive impact on the environment 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 minerals, water and renewable fuels of the global population. This area includes, but is not limited to the following:



ENVIRONMENTAL PROTECTION

ENVIRONMENTAL AWARENESS

Suppliers are aware of their negative impact on the environment and do not remain indifferent in this regard. The supplier's activities are carried out with respect for the environment, in a way that does not disturb the ecological balance.

WASTE AND EMISSIONS

Suppliers ensure that all waste generated is transported and stored safely, in accordance with applicable regulations. Waste and emissions are constantly measured and controlled.

IMPACT MINIMIZATION

Suppliers strive to minimize their negative impact on the environment in an efficient and rational manner by reducing energy consumption, emissions and other factors harmful to the environment.



HONESTY AND TRANSPARENCY

In its business practice, the Aiut Group acts in accordance with the key values contained in the Code of Ethics, setting forth expected attitudes and behaviours within professionalism and credibility, placing importance on cooperation, safety and social responsibility.

The company is committed to the concept of responsible business - taking care of the credibility and transparency, builds lasting and transparent relationships with stakeholders. Suppliers agree to comply with all applicable laws, contracts and generally recognized norms and standards.

This area includes, among others the following issues:

- 1 Accurate records
- 2 Anti-Corruption
- 3 Anti-Money Laundering
- 4 Conflict of Interests
- 5 Economic Sanctions
- 6 Conflict Minerals

RESPONSIBILITY AND SUPPORT

Suppliers are requested to comply with all applicable laws, both national and international agreements, contracts, generally applicable standards and industry codes. Suppliers are also requested to communicate this Code to their employees and subcontractors and ensure that they are aware its contents.

Aiut provides comprehensive support to its suppliers to build awareness of good practices and responsible business, offering training, consultation and access to specialists, recognizing this as the foundation for sustainable development and ethical cooperation based on mutual trust.

The Aiut Group reserves the right to review awareness of the Aiut Supplier Code of Conduct at Suppliers and Business Partners through appropriate actions. This may, for example, take a form of questionnaire, self-assessment or audit of suppliers at their premises. Audits at plants will be announced in advance and conducted along with suppliers' and business partners' representatives in accordance with applicable laws, including data protection regulations. Suppliers and business partners shall present openly information required for audits and evaluations.