

CODE OF CONDUCT FOR WOODECO GROUP SUPPLIERS

PREAMBLE

Sustainable business management at Woodeco sp. z o.o. and its subsidiaries (hereinafter referred to as the "**Woodeco Group**") includes economic aspects, legal aspects, and environmental, ecological and social factors. In order to ensure proper conduct throughout the organization, the Woodeco Group has adopted internal regulations for various business areas, and our employees receive regular training in these areas. We strive to continuously optimize our processes and our products for sustainable development.

We also expect appropriate behavior from our suppliers and other business partners (collectively, "**Business Partners**"). Our Business Partners must therefore ensure compliance with this Code of Conduct, including with respect to their own employees, suppliers and business partners. The relevant regulations must therefore be included in their own contracts. Violations of this Code of Conduct may constitute cause for Woodeco to terminate its business relationship with a Business Partner.

COMPLIANCE WITH LAW

Our Business Partners are obliged to conduct their business in accordance with applicable laws and regulations. In case of conducting business outside Poland, the Business Partner is obliged to comply with the laws of the country in question.

SOCIAL FACTORS

Respect for Human Rights - Our Business Partners are obliged to conduct their business with respect for internationally recognized human rights and to refrain from any form of violation of these rights.

Prohibition of forced labor - Our Business Partners will not use or contribute to the use of any slave or forced labor. The principle of voluntary employment will be respected and upheld.

Prohibition of child labor - Our Business Partners do not use child labor. In particular, this means an obligation to hire only those who can prove the required minimum age and a ban on hiring for high-risk work those who cannot prove the minimum age of 18.

Equal Opportunities for Employees - Our Business Partners promote equal opportunities for access to training and skills development and equal treatment of employees, particularly without regard to their color, race, nationality, social origin, disability, sexual orientation, political beliefs, religion, irreligion, gender or age.

Working time, pay and fringe benefits for employees - Our Business Partners recognize the right of employees to form unions, join existing unions and engage in collective bargaining. Trade union members are neither favored nor discriminated against. Applicable laws on working hours, wages and other benefits are respected, and employees are adequately compensated regardless of where they perform work for the Business Partner. The provisions of the work-life balance directive are respected to ensure employees' work-life balance.

Health and Safety of Employees - Our Business Partners operate in compliance with applicable health and safety laws, ensure safe working conditions and provide regular trainings in this regard.

ENVIRONMENTAL FACTORS

Respect for the environment, water and wastewater management – Our Business Partners are committed to complying with applicable environmental regulations, using resources sparingly and continuously improving environmental protection. They make efforts and minimize the use of water in the production process and effectively manage water resources, ensure that wastewater is properly treated before it is discharged into the environment.

Chemical Substance Management - Our Business Partners, in their business activities, effectively use chemicals, identify and manage the risks associated with the use of hazardous chemicals taking into account the health of employees and local communities and the impact on the environment. They properly use, store chemicals and dispose of production waste.

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Air Emissions Management - Our Business Partners, in their business activities, manage emissions into the atmosphere in compliance with respective legal regulations. They ensure the safety of employees and local communities from the negative impacts of these emissions.

Climate protection - Our Business Partners are taking steps to protect the climate, for example by increasing energy efficiency or sourcing renewable energy.

FAIR BUSINESS PRACTICES

Anti-Corruption and Bribery - Our Business Partners will not tolerate any form of corruption. They will not directly or indirectly participate in such activities and will not offer, grant, or promise benefits to, or accept benefits from, public officials or individuals in the private sector for the purpose of impermissibly influencing their business, including gaining an unfair advantage.

Fair Competition, Antitrust and Intellectual Property Rights - Our Business Partners operate in compliance with competition laws and conduct themselves in a fair manner. They will not engage in unlawful activities that distort competition, including price fixing, market or customer allocation. Our Business Partners will respect the intellectual property rights of others.

Avoid conflicts of interest - Our Business Partners, in their business activities, avoid conflicts of interest. If a Business Partner identifies a potential conflict of interest involving a business relationship with the Woodeco Group, it will take the necessary remedial action and immediately inform the Woodeco Group of the situation.

Money Laundering and Terrorist Financing - Our Business Partners comply with the relevant laws on the prevention of money laundering and terrorist financing. Money laundering and terrorist financing are not supported either directly or indirectly.

Data Protection - Our Business Partners respect everyone's privacy, treat personal data confidentially and process it in a responsible and lawful manner.

Export Control and Customs - Our Business Partners comply with relevant export control and customs regulations and sanction lists.

Responsible sourcing of raw materials - Our Business Partners take appropriate measures to avoid the use in their products of raw materials sourced from conflict-affected regions, the sourcing of which will contribute to human rights violations, corruption, funding of armed groups or similar negative impacts.

Whistleblowing System - Reports of violations of this Code of Conduct or of other irregularities connected with cooperation with Woodeco Group, can be made through our online whistleblowing system available at www.woodeco.eu or by email to compliance@woodeco.eu.

Supply Chain - Our Business Partners will make every effort to ensure that their business partners adhere to the basic principles of the Code of Conduct.

FINAL PROVISIONS

Violations - The Business Partner is obliged to disclose and immediately inform the Woodeco Group of any incidents of violation of the Code of Conduct by the Business Partner, its employees or by its business partners

Audit activities - in order to control compliance with the Code of Conduct, in particular, in the event that reasonable doubts are raised as to whether the Business Partner is properly complying with the Code of Conduct, the Woodeco Group reserves the right to audit the Business Partner at its own expense or to request information from the Business Partner regarding compliance with the Code of Conduct. The audit, if any, will be conducted on the terms agreed with the Business Partner, and in particular with full confidentiality.

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Consequences of Violations - Violations of this Code of Conduct by our Business Partners constitute a violation of the Woodeco Group's business relationship. If, after a violation occurs, the Woodeco Group is not informed within a reasonable period of time of the planned corrective action and the corrective action is not properly implemented, the Woodeco Group reserves the right to terminate the business relationship with the Business Partner.

By signing this document, the Business Partner agrees to abide by the principles, values and requirements of this Code of Conduct.

Company

Place, date

Signature

Please return a signed copy of this Code of Conduct to the person at Woodeco responsible for dealing with you.