

CODE OF CONDUCT
FOR BUSINESS PARTNERS OF THE
UNIMOT GROUP

2022



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1. INTRODUCTION

The commitment of the companies that belong to the UNIMOT Group ("The UNIMOT Group") is the commitment to sustainable development for the benefit of present and future generations. They attach particular importance to responsible and transparent manner of conducting business.

The UNIMOT Group is pursuing a sustainable development strategy that particularly addresses environmental ("Environmental"), social ("Social responsibility") and corporate governance ("Governance") aspects. The UNIMOT Group feels responsible for the economic, environmental and social impact of its activities.

Natural persons, legal entities or organisational units without legal personality, operating in the public or private sector, with whom the UNIMOT Group has a business relationship, including, in particular, suppliers, contractors, subcontractors, distributors, recipients, sellers, service providers, consultants, business partners, professional organisations, other contractors ("Business Partners") undertake to comply with the *Code of Conduct for Business Partners of the UNIMOT Group*.

Business Partners declare their openness to cooperate in the UNIMOT Group's pursuit of activities related to sustainable development and responsible approach to doing business.

2. COMPLIANCE WITH CURRENT REGULATIONS

The UNIMOT Group expects its Business Partners to be familiar with and to apply current international regulations and conventions as well as national regulations relevant to the *Code of Conduct for Business Partners of the UNIMOT Group*.

Where the requirements of the *Code of Conduct for Business Partners of the UNIMOT Group* are stricter than generally applicable regulations, the guidelines of the *Code of Conduct for Business Partners of the UNIMOT Group* must be respected.

3. HUMAN AND LABOUR RIGHTS

Human rights

The UNIMOT Group expects its Business Partners to respect human rights, both in the context of their employees' working conditions and in their business activities, that is, all employees and collaborators of Business Partners should be treated fairly, with respect and consideration for their rights.

Occupational Health and safety

The UNIMOT Group expects its Business Partners to provide a safe workplace, to comply with all relevant standards and health and safety regulations.

All employees and collaborators of the Business Partners receive appropriate training and are provided with the relevant workplace instructions, including information on health and safety conditions and requirements, as well as on protective measures.

Non-discrimination

The UNIMOT Group expects from its Business Partners equal treatment of all employees in terms of establishing and terminating the employment relationship, employment conditions, promotion and access to training to improve professional qualifications, in particular irrespective of gender, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, religion, sexual orientation, form of employment.

Prohibition of mobbing

The UNIMOT Group expects its Business Partners not to tolerate actions or behaviours directed against employees, consisting of persistent and prolonged harassment or intimidation, causing the employee to have a low opinion of their professional suitability, causing or aiming at humiliating or ridiculing the employee, isolating or eliminating them from the team of co-workers.

Prohibition of forced and slave labour

The UNIMOT Group expects its Business Partners not to use any form of slave or forced labour of their employees, either in Poland or abroad.

The work performed by Business Partner employees is undertaken voluntarily and may be terminated by them on this basis.

Prohibition of child labour

The UNIMOT Group expects its Business Partners not to employ children and not to use their labour.

In the case of the employment of juveniles, these workers shall be employed in accordance with the provisions of the law.

Right of association

The UNIMOT Group expects its Business Partners to recognise and respect the right of employees to freely associate, organise and bargain collectively in a manner consistent with the applicable law.

No tolerance for alcohol and stimulants in the workplace

The UNIMOT Group expects its Business Partners not to tolerate the presence of alcohol and intoxicants in the workplace.

4. RESPECT FOR THE NATURAL ENVIRONMENT

Compliance with environmental regulations

The UNIMOT Group expects its Business Partners to comply with environmental legislation, to have all legally required decisions, permits, concessions necessary to conduct their business and to fulfil all operational and reporting obligations arising therefrom.

Counteracting climate changes caused by greenhouse gases emission

The UNIMOT Group expects its Business Partners to counteract climate change caused by greenhouse gas emissions, including by reducing these emissions and increased efficiency of energy use.

Minimising the negative impact of conducted activity

The UNIMOT Group expects its Business Partners to minimise the negative impact of their activities on the natural environment, inter alia by minimising the amount of produced waste, reducing gaseous and particulate emissions into the air, rational management of water and sewage.

The UNIMOT Group expects Business Partners to use natural resources in an economical manner, respecting the right of other entities to use the same resources.

5. ETHICS IN BUSINESS

Ethical conduct of business

The UNIMOT Group expects Business Partners to conduct their business preserving high ethical standards, including compliance with competition law, protection of the right to privacy and compliance with all customs and export regulations.

Fighting corruption and fraud

The UNIMOT Group expects Business Partners to comply with local laws and international anti-corruption conventions.

The UNIMOT Group expects from its Business Partners not to accept behaviour that appears to constitute: bribery, kickbacks, paid patronage, interference with public tenders, unlawful influence, damage to the economy or other fraud.

Competition law and antitrust legislation

The UNIMOT Group expects its Business Partners to negotiate contracts – regardless of their form - in accordance with the principles of fair competition and with the utmost care.

Compliance with international sanctions

The UNIMOT Group expects Business Partners to avoid the use of raw materials, products and materials from sanctioned areas, i.e. to comply with international sanctions imposed on countries, businesses or individuals, and not to carry out any business activity that violates international restrictions.

Honesty in trade activity

The UNIMOT Group expects Business Partners to conduct their business in an honest and open manner in their relations with customers, contractors and suppliers.

Conflict of interests

The UNIMOT Group expects its Business Partners to avoid conflicts of interest, understood as the intermingling of their own and their business interests.

Protection of personal data and information

The UNIMOT Group expects its Business Partners to comply with all applicable rules of personal data protection and to use personal data only when lawful and necessary for legitimate business purposes.

6. REPORTING OF VIOLATIONS

The UNIMOT Group expects Business Partners to report suspected violations of the *Code of Conduct for Business Partners of the UNIMOT Group*. Violations must be reported to a person designated by the UNIMOT Group or anonymously using one of the available channels:

- (a) phone notifications on +48 533 018 792
- (b) mail notifications at gielida@unimot.pl
- (c) notifications in person or by writing/letter to the following address:
UNIMOT S.A.
Al. Jerozolimskie 142A
02-305 Warszawa

DECLARATION OF THE BUSINESS PARTNER

We, the undersigned and authorised representatives of the Business Partner, hereby confirm that the Business Partner accepts and complies with the requirements of the *Code of Conduct for Business Partners of the UNIMOT Group*.

Full name of the company	
NIP (Tax Identification Number)	
City/Town	
Date	
Name and surname	
Position	
Signature	
Name and surname	
Position	
Signature	

Company stamp