



## **SUPPLIER CODE OF CONDUCT**

### **INTRODUCTORY PROVISIONS**

Porex acknowledges its corporate responsibility towards people, communities, and the environment in which we and our suppliers and business partners operate.

The aim of this code of conduct is to provide guidance to all our current and future business partners and suppliers, service providers, subcontractors, consultants, business representatives, distributors, including their employees, subsidiaries, and employees of such subsidiaries (hereinafter referred to as "suppliers").

This Supplier Code of Conduct (hereinafter referred to as "Code") is governed by the Universal Declaration of Human Rights, the principles of the UN Global Compact initiative, the general principles of the International Labour Organization (ILO), and the values espoused by Porex.

Suppliers are required to comply with the requirements of the Code and also with all laws and regulations applicable in the jurisdictions where they conduct their operations.

In all situations not explicitly described in this code, suppliers must act ethically and professionally, adhere to principles of integrity and honesty, and comply with applicable laws, regulations, contracts, and industry standards at local, national, and international levels, especially regarding production, pricing, distribution, sales, and the safety of their products and/or services.

### **CONFLICT MINERALS**

Suppliers of conflict minerals exercise due diligence in the supply chain in accordance with the OECD Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The Conflict Minerals Policy document is available for download on our website.

### **DISCRIMINATION PROHIBITION PRINCIPLES**

Suppliers commit to not tolerate any form of discrimination in recruitment, work practices, or conditions, including compensation, benefits, career advancement, discipline, dismissal, or retirement, regardless of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political views, disability, or any other protected category.

### **CHILD LABOR PROHIBITION**

Suppliers strictly prohibit the employment of children who have not reached the legal age in the country where they operate and must comply with the ILO provisions regarding the health, safety, and morality of minors.

### **FORCED OR COMPULSORY LABOR**

Suppliers must not engage in any form of forced, compulsory, or involuntary labor, nor participate in or benefit from it. This includes prison labor, slavery, forced labor, work using military force, employment contracts that workers cannot terminate, or any form of human trafficking.

**PRESSURE AND HARASSMENT**

Suppliers must treat their employees with dignity and respect, refrain from using physical punishment or threats of violence, or any other form of physical, sexual, psychological, or verbal harassment, maltreatment, or intimidation.

**HEALTH AND SAFETY**

Employee safety and health protection must be a priority for suppliers in all aspects of their business. Suppliers must comply with all regulations, laws, and standards applicable to safety and health and take appropriate measures to prevent occupational diseases and workplace injuries.

**NO RETALIATION**

Suppliers must not tolerate any retaliatory actions against employees who in good faith report misconduct, acts of intimidation, discrimination, harassment, or violations of applicable laws or this Code, nor participate in such retaliatory actions.

**REWARDS AND WORKING HOURS**

Suppliers must comply with all laws and regulations applicable to employees and working hours, including minimum wages, overtime, maximum working hours, hourly rates, and other aspects of compensation and mandatory benefits.

**ENVIRONMENTAL PROTECTION**

Suppliers must operate their business in an environmentally friendly manner and comply with all applicable laws and regulations in the country where they manufacture or supply their products or services. They commit to minimizing the environmental impacts of their business.

**FAIR ECONOMIC COMPETITION**

Suppliers are required to comply with rules of free and fair economic competition, including antitrust laws and competition laws, and avoid collusive behavior, price-fixing, or unfair trade practices.

**POLITICAL CONTRIBUTION PRINCIPLE**

Suppliers may provide monetary donations or benefits to political parties only in accordance with local laws.

**COMPLIANCE WITH EXPORT CONTROL REGULATIONS**

Suppliers must comply with all export control regulations applicable in their jurisdiction.

**CORRUPTION PROHIBITION AND CONFLICT OF INTEREST PREVENTION**

Suppliers commit not to bribe government officials or private sector employees and to comply with all applicable laws and anti-corruption principles.

**CONFIDENTIALITY, SECURITY, AND DATA PROTECTION**

Suppliers are required to maintain the confidentiality of data and trade secrets provided by Porexi and protect them from unauthorized access or misuse.

**SUPPLIER ACKNOWLEDGEMENT**

Suppliers acknowledge that they have received the Code and agree that all their current and future employees, subsidiaries, and employees of such subsidiaries who interact with any Porexi employees will receive the Code and will comply with all its provisions.

Suppliers are aware that violation of the principles set forth in this code may lead to termination of business relationships with Porexi and possible reporting to relevant authorities.

In the event that a supplier discovers or becomes aware of a violation of this code by any of its employees or an employee of Porexí, they are obliged to inform the company's director at the address: porexi@porexí.cz and take appropriate action to stop such conduct.

Dipl. Ing. Vladimír Oršový

Managing director

Ver. 02/24