

MB PNEUMATYKA	INTEGRATED MANAGEMENT SYSTEM	Rev.: 1	Released: 11.05.2018
Attachment No: 8c	Linked: KJ	CODE OF CONDUCT	Normy związane: PN-EN ISO 9001:2015 IATF 16949:2016 PN-EN ISO 14001:2015

The rules of the UN Global Compact and the instructions contained in it impose on MB PNEUMATYKA providers the obligation to act in accordance with the law and the company's internal rules. Their most important provisions were collected in the form of the so-called Code of Conduct. These principles on the one hand refer to the obligations and declarations of MB PNEUMATICS, and on the other hand to the obligations and declarations of the suppliers to whom his entries are submitted for information.

1. Compliance with laws, rules and regulations

Suppliers undertake to comply with all applicable laws, rules and regulations of the countries in which they conduct their business. Suppliers should maintain appropriate control systems within their business operations that prevent infringements of the law and enable their investigation.

2. Respect for and protection of human rights

Suppliers are obliged to protect human rights and to treat every employee with fairness, dignity and respect. The rights of personality, dignity and privacy of the employees are to be respected. Every Supplier must take appropriate measures to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.

3. Compliance with labor rights

Suppliers must respect the freedom of association, the right to collective bargaining and the principles of equal opportunities. In their recruitment and employment policies they must undertake not to discriminate against employees or subject them to reprisals on account of their gender, age, ethnic origin, nationality, color, disability, sexual orientation, religion, political convictions or similar reasons. All forms of physical or psychological violence against employees and sexual harassment must not be tolerated. Suppliers must ensure that they do not make use of or profit from any type of child or forced labor. All national legislation and international agreements that specify a minimum age for employees must be complied with. The remuneration and working hours of the Suppliers' employees must be fair and balanced and within the respective legal framework.

4. Fair competition and anti-trust enforcement

Suppliers are expected to adhere to the principle of fairness in competition and comply with applicable antitrust regulations. Suppliers must not enter into any unlawful agreements with MB PNEUMATYKA or competitors, and must not unduly distort or affect competition. Unfair price or bid rigging, market-sharing agreements or the abuse of a dominant position are not permitted.

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5. Combating corruption

With regard to corruption and bribery, MB PNEUMATYKA pursues a zero-tolerance policy. Corruption is prohibited virtually worldwide by national laws and international conventions. The following shall apply irrespective of whether or not the relevant laws have been infringed.

MB PNEUMATYKA expects its Suppliers to ensure that no benefits are promised or granted to employees of MB PNEUMATYKA with the intention of obtaining a business advantage. In particular for consultants and intermediaries, the service provided and financial consideration received in return must always be balanced. Conversely, the Supplier shall not, under any circumstances, demand offer or grant bribes, kickbacks or other illegal payments, employment to related parties, incentives, gifts, entertainment, favors or other benefits of value for the realization of business opportunities with MB PNEUMATYKA.

MB PNEUMATYKA expects Suppliers not to tolerate any kind of unlawful contributions in dealing with officials and authorities. In the case of tendering, the laws and regulations on fair competition must be complied with.

6. Preventing conflicts of interest

Suppliers have to act transparently and with integrity in relation to their business activities. Any direct or indirect close relationship between Suppliers and MB PNEUMATYKA employees that has an impact on business relations, or comparable cases, must be disclosed to MB PNEUMATYKA. The conflict of interest shall be disclosed before the start of negotiations or as soon as the conflict comes to light.

7. Donations and sponsoring

Donations and sponsoring are solely made on a voluntary basis and in accordance with applicable law. They are not to be used to obtain unlawful business advantages.

8. Data protection

Suppliers must respect and comply with the applicable data protection regulations. Confidential business data relating to MB PNEUMATYKA must be kept securely and may not be used or disclosed to third parties without prior consent.

9. Environmental protection and product safety

Suppliers are obliged to comply with all applicable laws and international environmental standards and to keep environmental impacts to a minimum. Suppliers should implement appropriate management systems in order to avoid environmental risks and improve existing environmental standards. Only safe, state-of-the-art products and services may be manufactured and delivered to MB PNEUMATYKA. In

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particular, these products are not allowed to contain any program routines or technical devices designed to evade legal or regulatory requirements. Suppliers should encourage the development and diffusion of environmentally friendly technologies.

10. Confidential data and intellectual property

Suppliers must ensure that confidential information and secrets obtained in the course of business activities with MB PNEUMATYKA are treated in strict confidentiality and not used inadmissibly or disclosed to third parties. Suppliers are obliged to adequately protect all intellectual property rights of MB PNEUMATYKA and not to use them for illicit purposes. Intellectual property of MB PNEUMATYKA may only be used in the course of business activities in collaboration with MB PNEUMATYKA.

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Paweł Andersz/ Chief Innovation Officer
QUALITY REPRESENTATIVE

Sulechów, dn. 28.06.2022