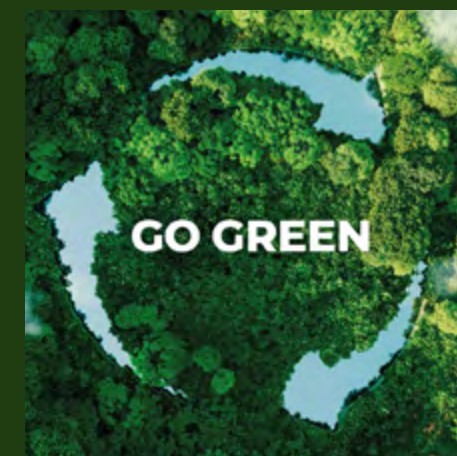


CODE OF CONDUCT

for suppliers of FAKRO group companies





FAKRO is a Polish company specialising in the manufacture and sale of roof windows, loft ladders and other products that provide living comfort around the world. Being aware of the impact of our business on the environment, society and economy, we take appropriate measures to ensure the sustainable development of our company.

Purchasing is among the strategic areas of activity of FAKRO Group companies. Consistency and responsibility in operations contribute directly to the implementation of the adopted sustainable development goals.

Sustainable purchasing policy is the foundation of purchasing activities to ensure supply chain security and maintain fair and transparent relationships with suppliers. All objectives and principles set forth within this Policy are consistent with internal purchasing procedures, FAKRO Code of Ethics, health and safety requirements and in line with the company's values, namely **Development, Innovation, Responsibility, Credibility** as well as with the principles of sustainable development.

This code sets out the minimum standards that FAKRO Group companies require their suppliers to comply with. In the event that the national law in the country where the supplier operates is more stringent compared to the requirements set forth in this Code of Conduct, the supplier undertakes to comply with that law.

The Code of Conduct applies to the following areas of supplier companies' activities:

- » **Environmental responsibility**
- » **Respect for human rights and social responsibility**
- » **Ethics in business**

We want to cooperate with suppliers who share our values. The expectations contained in this Code of Conduct influence our decision to establish or extend cooperation with the supplier concerned. In the event that the supplier fails to meet our expectations, we will consult with the supplier on the implementation of corrective actions and jointly build awareness and develop the principles of responsible business and sustainable development. In case the supplier does not join in the activities and does not strive for changes in his company aimed at improving issues related to responsible business and sustainable development, we will not continue our cooperation with that supplier.

The supplier will participate in the self-assessment survey at the request of FAKRO Group companies. The supplier will also enable an audit to be carried out by representatives of FAKRO Group company or another entity that will carry out such an audit on behalf of FAKRO Group companies. Upon request, the supplier will provide appropriate resources and documentation during the audit.



FAKRO
Together into the green future



ENVIRONMENTAL RESPONSIBILITY

The supplier will minimise the negative impact on the environment.

The supplier is obliged to:

- » Compliance with legal regulations regarding the environmental impact of his activities.
- » Responsible use of resources, raw materials, energy and water.
- » Prioritize renewable energy.
- » Treat and reuse water if possible.
- » Effective use of energy.
- » Set goals to reduce the negative impact of his activities on the environment and achieve these goals.
- » Use natural resources sparingly and protect them wherever possible.
- » Compliance with legal regulations regarding the prohibition and restriction of the use of certain substances in the production process.
- » Continuous development and use of environmentally friendly products, procedures and technologies.
- » Minimise greenhouse gas emissions.
- » Compliance with waste management laws.
- » Minimise the generation of business-related waste.
- » Monitor wastewater and solid waste generated from operations, control and treat before discharge or disposal.
- » Eliminate or minimise chemicals and hazardous substances.
- » Use raw materials of known origin.





RESPECT FOR HUMAN RIGHTS AND SOCIAL RESPONSIBILITY

- » The supplier ensures that he does not violate human or labour rights. All his employees are to be treated with respect and dignity.
- » We do not accept any form of forced or child labour in our supply chain.
- » Employees should have written contracts clearly defining the terms and conditions of employment.
- » The supplier should ensure that his employees receive timely salary payments that are sufficient to cover basic needs and provide discretionary income.
- » The supplier should provide his employees with equal opportunities and equal treatment. No employee shall be disadvantaged because of his or her gender, skin colour, ethnicity, religion, sexual identity or political views.
- » The supplier will respect the rights of his employees to form and join trade unions and collective bargaining without fear of reprisal.
- » The supplier does not accept workplace bullying.
- » The supplier will not tolerate any form of inhumane treatment of employees.
- » The supplier complies with health and safety regulations of the country in which he operates.
- » The supplier will provide safe and healthy working conditions by implementing health and safety procedures and systems to eliminate the risk of accidents at work.





ETHICS IN BUSINESS

- » We do not tolerate any form of bribery or corruption by suppliers' employees.
- » We expect all participants in our supply chain to act fairly within the competition.
- » The supplier counteracts all forms of corruption and implements preventive practices and, in the event of any form of corruption, takes firm corrective actions.
- » The supplier protects all confidential information provided by FAKRO Group companies.
- » The supplier will not engage in activities that may impede the development of fair competition.
- » The supplier submits true and accurate tax returns to tax authorities.
- » The supplier will refrain from business contacts with countries, companies or individuals on which sanctions have been imposed.
- » The supplier applies ethical principles in all areas of his business.



The Code of Conduct for Suppliers of FAKRO Group Companies is addressed to all suppliers. We expect our suppliers to continuously improve within the scope of **social, environmental, ethical** and **corporate governance standards** set out in the Code of Conduct for Suppliers of FAKRO Group Companies. At the same time, we are committed to supporting our suppliers in building awareness and promoting the best practices of responsible business and sustainable development. We believe that compliance with the standards contained in the Code of Conduct for Suppliers of FAKRO Group Companies will also have a positive impact on our business relationships.

We also expect suppliers to have similar requirements upstream in the supply chain and to exercise due diligence in **verifying their own suppliers for compliance**.

Suppliers are obliged to read and understand the requirements of this Code, to act in accordance with the expectations set forth therein, and to ensure, as a necessary minimum, compliance with all laws, rules, regulations and standards applicable to their business.

