

## SUPPLIER STANDARDS

*Gambit Lubawka Spółka z ograniczoną odpowiedzialnością and its affiliated enterprises conduct their business in an ethical manner. We are committed to respecting human rights, protecting the environment, and we expect the same from our business partners.*

*When selecting companies to cooperate with, we are guided by the criteria outlined below and expect our business partners to fully respect and uphold them.*

### Ethical Conduct

Suppliers are expected to adhere to the highest standards of ethical conduct in all areas of their operations. This includes:

- a) Integrity: conducting business in an honest, reliable, and transparent manner.
- b) Anti-corruption: a strict prohibition of all forms of bribery, kickbacks, and corrupt practices.
- c) Fair Competition: engaging in fair and ethical competition and avoiding anti-competitive behavior.
- d) Conflicts of Interest: disclosing and properly managing any conflicts of interest.

### Labour and Human Rights

Suppliers must respect human rights and the dignity of all individuals involved in their operations. This includes:

- a) Forced Labour: prohibition of forced, bonded, or involuntary labour in any form.
- b) Child Labour: compliance with applicable laws regarding child labour and ensuring it is not exploited.
- c) Non-discrimination: promoting diversity and inclusion, and ensuring all workers are treated fairly, regardless of race, gender, religion, age, disability, sexual orientation, or any other protected characteristic.
- d) Working Conditions: providing safe and hygienic working conditions and ensuring that workers are not subjected to harassment or abuse.
- e) Freedom of Association: respecting workers' legal rights to freely associate and engage in collective bargaining.

### Environmental Responsibility

Suppliers are expected to minimize their environmental impact and promote sustainable practices within their operations. This includes:

- a) **Compliance with Environmental Regulations:** adhering to all applicable environmental laws and regulations.
- b) **Resource Conservation:** protecting natural resources, reducing waste, and promoting recycling.



- c) **Pollution Prevention:** taking steps to prevent pollution and minimize emissions.
- d) **Sustainable Sourcing:** encouraging the use of sustainable materials and practices throughout the supply chain.

## Health and Safety

Suppliers must prioritize the health and safety of their employees and contractors. This includes:

- a) **Workplace Safety:** maintaining a safe working environment and providing appropriate safety training.
- b) **Emergency Preparedness:** implementing procedures for responding to emergencies and accidents.
- c) **Hazardous Materials:** handling, storing, and disposing of hazardous materials safely and responsibly.

## Reporting

Suppliers are expected to operate with transparency regarding their activities and practices. Therefore, they must:

- a) Maintain accurate and comprehensive records.
- b) Promptly report any violations of this Supplier Code of Conduct or applicable laws.

## Supplier Statement:

We acknowledge receipt of the “Gambit Supplier Code of Conduct” and hereby commit, in addition to obligations set forth in supply agreements, to comply with its principles and requirements.

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<i>Date</i>	<i>Company Name</i>	<i>Position</i>	<i>Signature</i>
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