



 **intermetal**

SUPPLIER CODE OF CONDUCT

www.inter-metal.pl

2025

Introduction

Inter-Metal S.C. prioritizes social responsibility and sustainable business practices. Our partnerships with suppliers are founded on ethical business principles and adherence to international standards. We anticipate that our suppliers, consultants, and partners will uphold these values and advocate for them throughout their supply chains.

Our Supplier Code of Conduct establishes essential standards for ethics, legal compliance, and responsible business practices. Our objective is to cultivate relationships founded on honesty, transparency, and respect for human rights and the environment. We anticipate that every business partner will not only comply with these principles but also actively promote them in our daily collaboration.



Confidentiality and Intellectual Property Rights

Information supplied by Inter-Metal S.C. must be regarded as confidential, particularly details whose release could impact the company's market standing. Business partners are required to guarantee that such information is not revealed to unauthorized individuals.

Simultaneously, there must be complete respect for the intellectual property rights of Inter-Metal S.C. and other entities. This specifically pertains to inventions, trademarks, copyrights, proprietary knowledge, innovative solutions, technologies, and confidential information.

Suppliers collaborating with Inter-Metal S.C. are required to adhere to all relevant regulations concerning economic sanctions. This encompasses regulations related to trade restrictions, financial limitations, embargoes, asset freezes, and other measures instituted by authorized entities or stemming from applicable law.

Economic sanctions and regulation of trade in goods

Inter-Metal S.C.'s trading partners must adhere to all relevant regulations concerning international trade restrictions. They are also required to comply with all export and trade control regulations when transferring products or technologies to designated foreign recipients. This obligation encompasses adherence to the rules set forth by the pertinent institutions overseeing international trade, irrespective of the country of origin.

Prevention of exploitation and corruption

Suppliers collaborating with Inter-Metal S.C. are required to adhere to both national and international regulations pertaining to the prevention of economic crimes, including, but not limited to, fraud, money laundering, and extortion.

In the course of conducting business, suppliers are required to adhere to relevant anti-corruption regulations and to operate in a transparent and lawful manner.

The company does not accept any unofficial fees, unauthorized gratuities, or forms of financial support that may be perceived as attempts to influence business decisions. In our engagements with clients, external entities, or public institutions, we require complete transparency and independent, honest, and responsible decision-making.

Fair competition and antitrust legislation

Inter-Metal S.C. anticipates that its suppliers will adhere strictly to competition laws and prohibitions against monopolistic practices. Business operations should align with the principles of fair market competition.

Any potential conflicts with the interests of Inter-Metal S.C. must be disclosed without delay. Partners are required to avoid circumstances that may expose the transparency of business relationships or compromise the objectivity of decisions.

Human rights and labor legislation

Suppliers collaborating with Inter-Metal S.C. are dedicated to upholding and safeguarding human rights in alignment with internationally recognized standards. Each supplier must ensure that these fundamental rights are well-known, comprehended, and uniformly applied to all individuals.

In professional relationships, personal dignity, privacy, and individual rights must be upheld, and behaviors that infringe upon these values should be strictly avoided—particularly physical or verbal violence, suggestive gestures, threats, or any form of abuse or exploitation.

Suppliers are required to ensure that their employees receive fair employment conditions, equitable compensation, and complete adherence to relevant labor laws, including those governing wages, insurance, and working hours. All forms of forced labor, child labor, involuntary labor, or bonded labor are unequivocally prohibited.

Every employee is entitled to regular rest, paid leave, and equal pay for equal work. Mandatory work beyond statutory hours is unacceptable, unless local regulations stipulate otherwise.

Suppliers must also uphold workers' rights to association and collective bargaining, in accordance with local legislation.

Any form of discrimination based on gender, age, sexual orientation, ethnic origin, nationality, religion, disability, trade union affiliation, or political beliefs is intolerable.

Environmental Health and Safety

Inter-Metal S.C. anticipates that its suppliers will operate their businesses in a responsible and sustainable manner. Ensuring safe working conditions is essential for both its employees and those present on the plant premises. Suppliers are expected to implement measures to prevent accidents and health hazards, as well as to mitigate risks associated with the work environment.

Appropriate personal protective equipment (PPE) must be worn and utilized correctly. Individuals engaged in work for Inter-Metal S.C. are required to adhere to relevant national regulations concerning occupational health and safety, in addition to the policies prohibiting the use of intoxicating substances and alcohol.

Suppliers are required to adhere to legal obligations concerning environmental protection. They should adopt a proactive approach, considering potential environmental risks. The company promotes the adoption of sustainable solutions and the advancement of technologies and practices that mitigate the adverse effects of their operations on the environment.

Conflict minerals

Inter-Metal S.C. is dedicated to adhering to all relevant laws and customer stipulations that restrict or prohibit the use of minerals sourced from conflict zones. Consequently, suppliers are required to guarantee that the products they provide conform to applicable regulations and do not include raw materials obtained unethically or illegally.

Inter-Metal S.C. anticipates that suppliers:

- will not utilize so-called "conflict minerals" (e.g., tantalum, tin, tungsten, gold) sourced from regions impacted by violence,
- will guarantee complete traceability of the source of raw materials and adherence to relevant regulations in this domain.

Personal data privacy

Inter-Metal S.C. adheres to the GDPR and all relevant legal regulations concerning the processing and safeguarding of personal data. All suppliers representing the company are likewise obligated to comply with the applicable laws governing the collection, utilization, and security of personal data.

Suppliers are required to adhere to GDPR and other applicable local regulations concerning:

- processing of personal information,
- safeguarding the privacy of Inter-Metal employees, customers, and partners, ensuring data security.

Reporting infractions

Suppliers are encouraged to report any irregularities directly to a member of Inter-Metal S.C. management or anonymously at the following address:

compliance@inter-metal.pl

The objective is to swiftly recognize and eradicate unethical practices.

Implementation of regulations

Should it be determined that a supplier is failing to fulfill its obligations under this Code, Inter-Metal S.C. may implement corrective measures in partnership with the supplier, such as collaboratively formulating a corrective action plan. Nevertheless, Inter-Metal S.C. retains the right to take necessary actions, including the termination of existing contracts with the supplier.

Control

To ensure that suppliers comply with the stipulations outlined in the Code, the company may request a self-assessment and retains the right to perform an audit at the supplier's location, following prior notification of such intent.

Each supplier is accountable for ensuring that its sub-suppliers adhere to the principles outlined in this Code or equivalent standards. Suppliers are expected to consistently monitor and assess the performance of their supply chain and, upon request, furnish Inter-Metal S.C. with pertinent information that demonstrates compliance with the established requirements.

Supplier verification

The Supplier affirms that it has reviewed the contents of this Code of Conduct, comprehends its provisions, and commits to adhering to them.

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Date, signature, and company seal