

## CODE OF SOCIAL AND ETHICAL STANDARDS

### REMARK-KAYSER Sp. z o.o. in Batorowo

(hereinafter: 'Code')

#### SOCIAL AND ETHICAL STANDARDS

1. Remark-Kayser Sp. z o.o. in Batorowo, hereinafter: 'R-K', is an entity which in its activities applies to and complies with all the binding law regulations, and in its conduct complies with the principles of fair competition, as well as respects good manners, and social and ethical standards.
2. R-K as an entrepreneur leads its business activities with consideration for the natural environment protection requirements.
3. R-K while leading the business, as an employer, respects the rights of their employees, their workers' rights in particular, including especially the right to on-time and compliant with the concluded agreement remuneration, meeting the requirements of working time of the employees, the right to leisure and provision of appropriate conditions at their workplace.
4. R-K in its activity follows and complies with the requirements of the regulations on combating the financing of terrorism and anti-money laundering.
5. In the scope of ethical and social standards, R-K makes all possible efforts aimed at sourcing of the materials and goods intended for further processing and services from suppliers providing full statutory warranty that they have been manufactured or sourced without violation of the rights of any person, regarding the following aspects in particular:
  - ban on work of the underage;
  - work conditions, incl. OHS;
  - discrimination ban;
  - health standards and work safety;
  - right to decent remuneration;
  - permissible working hours;
  - natural environment.
6. R-K as an entrepreneur expects from its Customers, Suppliers, Sub-suppliers and Sub-contractors that they follow and comply with the afore-mentioned catalogue of rights and rules. Each of the contracting parties while entering into an agreement with R-K accepts an obligation to apply the principles described in this Code in their own activities.
7. R-K reserves its right to terminate or withdraw from the agreement concluded with a contracting party of R-K and to cease further cooperation with such a contracting party in case when an infringement to the principles of this Code caused by that contracting party and/or their sub-contractors, suppliers, or sub-suppliers becomes known.

**The Management Board of REMARK-KAYSER Spółka z o.o.**