

Ethics w ForgeX Polska Sp. z o.o.

At ForgeX Polska we believe that we will issue a notice to a successful business that will be spent on honesty, integrity, justice and full respect for the applicable law. We understand that our activities and those of our suppliers have an impact on people and the environment, particularly at a local level, but also on a global scale. As part of our ongoing commitment to providing high-quality products, we strive to maintain the highest ethical and professional standards. Our guiding principles are good working, social and environmental conditions. This document sets the standards and practices we follow. The future of the organization is linked to suppliers who share our vision.

ForgeX Polska uses the power of teamwork to deliver the highest quality products. The organization respects the laws protecting fair competition, fair trade and condemns all forms of corruption, extortion and bribery. ForgeX Polska complies with all export and import laws and regulations. The organization attaches great importance to protecting privacy by complying with personal data protection regulations and securing its customers' data against unauthorized access or use in a manner inconsistent with its intended purpose. We demand the same from our suppliers.

ForgeX Polska suppliers as well as the organization itself are aware of the impact on the environment and strive to minimize the negative impact on the environment in order to preserve our natural resources for future generations. The minimum requirement is to comply with applicable environmental protection regulations in force in the area where the business is conducted and with regulations regarding waste management or recycling.

ForgeX Polska as well as our suppliers attach great importance to the health and safety of employees. It was the employee who contributed to the development of the company. Below are the most important conditions in which safe safeguards are found. An essential addition to the set are:

- developing a workplace risk assessment,
- conducting periodic training in the field of occupational health and safety,
- equipping employees with personal protective equipment,
- providing production equipment with appropriate protective measures,
- providing first aid equipment at the workplace,
- monitoring of working conditions including measurements of noise, temperature, light,
- providing a place to rest,
- ensuring compliance with applicable laws.

ForgeX Polska's suppliers operate in various areas, and the organization itself delivers its products to various regions of the world. That is why we respect diversity, providing a tolerant environment for everyone and treating people with respect and dignity, protecting their rights in accordance with the United Nations Declaration of Human Rights. The organization and our suppliers do not tolerate physical violence, threats, mental coercion, insults or sexual harassment. During the recruitment and employment process, there is no

discrimination against potential employees on the basis of race, religion, gender, marital status, family status, age, political affiliation, origin, disability, sexual orientation or any other reason.

ForgeX Polska and our suppliers do not use child labor. We comply with the minimum age for employment in a given country. In no case do we employ people who have not reached the age required to obtain the required education. We support professional practices that meet the requirements of applicable law. We allow the legal employment of underage workers, ensuring that underage workers are employed in accordance with the law in force in a given country (protection from working in places that, due to their nature or circumstances, may threaten their health, safety, or violate morality; protection from working at night).

ForgeX Polska suppliers as well as the organization itself do not offer their customers financial benefits in order to influence their decisions. It is permissible to give symbolic gifts whose value does not exceed PLN 100. It is unacceptable to offer, give, demand or receive loans, fees, rewards or any other benefits as an inducement to take any action, in order to obtain or retain business, or to direct business activities in a certain direction or to obtain any other improper advantage.

President of the Management Board of ForgeX Polska Sp. z o.o.

Władysław Jasiczek

A handwritten signature in blue ink, consisting of a stylized, cursive 'W' followed by a series of loops and a final upward stroke.