

Date: 01.01.2025

At EKO-TECH Sp. z o.o. Sp.k., we are committed to integrity, sustainability, and social responsibility. We expect our suppliers to share and uphold these values, ensuring that all products and services align with high ethical and environmental standards. This Supplier Code of Conduct outlines the expectations and requirements for all suppliers working with EKO-TECH. Compliance with this Supplier Code of Conduct is a condition for doing business with EKO-TECH and forms an integral part of supplier agreements / purchase orders.

1. Compliance with Laws and Regulations

- Suppliers must comply with all applicable laws, regulations, and industry standards in the regions where they operate.
- Suppliers are required to observe international standards concerning human rights, labor, environmental practices, and anti-corruption.

2. Human Rights and Labor Practices

- **Fair Treatment:** Suppliers must treat all employees with dignity and respect, ensuring fair wages, working hours, and benefits as per local laws and international standards.
- **No Forced or Child Labor:** Suppliers must prohibit forced, bonded, or child labor in any part of their operations.
- **Non-Discrimination:** Suppliers shall not discriminate based on race, gender, age, religion, sexual orientation, disability, or any other protected status.
- **Health and Safety:** Suppliers must provide a safe and healthy working environment for all employees, complying with applicable health and safety regulations.
- **Anti-harassment/anti-abuse:** No harassment or abuse (verbal, physical, sexual) and a fair reporting process with no retaliation.

3. Environmental Responsibility

- **Sustainable Practices:** Suppliers are shall to adopt sustainable practices, including waste reduction, energy efficiency, and responsible sourcing of materials.
- **Compliance with Environmental Laws:** Suppliers must adhere to all relevant environmental regulations and work to minimize their environmental impact.
- **Waste Management and Recycling:** We expect suppliers to implement responsible waste management practices and prioritize recycling and resource conservation.
- **Energy + GHG:** Suppliers shall monitor energy use and, upon request, provide GHG/energy data and improvement actions.

4. Ethical Business Practices

- **Anti-Corruption and Bribery:** Suppliers must not engage in any form of bribery, corruption, or unethical business practices.
- **Transparency:** Suppliers are expected to conduct business transparently, maintaining accurate records and making them available for audits when requested.
- **Conflict of Interest:** Suppliers should avoid situations where a conflict of interest may arise and are expected to disclose any potential conflicts to EKO-TECH.

5. Product Quality and Safety

- **High Standards:** Suppliers must ensure that all products and services meet EKO-TECH's quality and safety standards.
- **Product Safety:** Suppliers are responsible for meeting all applicable product safety regulations and must take immediate corrective actions if safety standards are compromised.

6. Data Privacy and Confidentiality

- **Confidentiality:** Suppliers must protect confidential information related to EKO-TECH and refrain from disclosing it without proper authorization.
- **Data Protection:** Suppliers are required to comply with applicable data privacy laws and secure personal and sensitive information according to industry best practices.

7. Monitoring and Compliance

- **Self-Monitoring:** Suppliers are expected to self-monitor their compliance with this Code and address any non-compliance issues proactively.
- **Audit and Evaluation:** EKO-TECH reserves the right to audit and evaluate supplier practices to ensure alignment with this Code.
- **Corrective Actions:** If a supplier is found to be non-compliant, EKO-TECH may require corrective actions or, if necessary, terminate the business relationship. Supplier will respond within 14 business days. Corrective plan within 45 days; closure within 120 days

8. Reporting and Accountability

- **Reporting Violations:** Suppliers are encouraged to report any violations of this Code, either within their organization or at EKO-TECH, through designated channels:
email : info@eko-tech.biz – reports can be made confidentially; no retaliation.
- **Accountability:** EKO-TECH expects suppliers to take responsibility for ensuring compliance throughout their supply chain and to encourage their own suppliers to meet similar standards.

Supplier acknowledgement

(company name, reg. no., date, signature) confirming acceptance of the Code.