RESPONSIBLE SUPPLY CHAIN CODE

ROLV Group Sp. z o.o.

1. Introduction

ROLV Group sp. z o.o. (hereinafter: "the Company") conducts its business based on the principles of social responsibility, fair business practices, and sustainable development.

The purpose of this Responsible Supply Chain Code is to define the minimum ethical, social, and environmental standards that the Company expects from its suppliers, business partners, and subcontractors.

The Code applies to all suppliers of goods and services working with the Company.

The Company expects that suppliers:

- comply with applicable laws,
- act in accordance with the principles of business ethics,
- strive to minimize the negative impact of their operations on the environment,
- respect human rights and labor rights.

The Company pursues its objectives by exercising due diligence throughout the value chain, in accordance with the guidelines of Directive 2024/1760 of the European Parliament and of the Council on corporate due diligence regarding sustainability (the CS3D/CSDDD Directive).

2. Selection and Cooperation with Suppliers

ROLV Group selects suppliers based on transparent, objective, and non-discriminatory criteria.

The supplier selection process is based in particular on:

- the quality of the products and services offered,
- business reliability,
- experience and expertise,
- compliance with applicable laws,
- adherence to the principles of responsible business.

The Company promotes cooperation with suppliers who:

- conduct their business transparently,
- adhere to high ethical standards,
- implement sustainable development initiatives.

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3. ROLV Group's Commitments to Suppliers

ROLV Group is committed to maintaining relationships with suppliers in a fair, transparent, and mutually respectful manner.

In particular, the Company commits to:

- treating suppliers equally in procurement processes,
- transparent supplier selection procedures,
- conducting negotiations in good faith,
- timely settlement of financial obligations,
- adhering to the principles of fair competition.

The company also supports:

- the development of local suppliers,
- diversity in the supply chain,
- social and professional integration.

4. Requirements for Suppliers

ROLV Group expects its suppliers to adhere to the following principles.

4.1 Human rights and labor standards

Suppliers are required to comply with international human rights standards and labor standards as defined, among others, by the International Labor Organization (ILO).

1. **Prohibition of child labor**

Suppliers may not employ children or involve them in business activities that violate applicable laws.

2. **Prohibition of forced labor**

All forms of forced labor, slavery, or human trafficking are prohibited.

3. **Legal employment**

Employees must be hired in accordance with applicable laws, and all forms of employment must comply with local regulations.

4. **Equal treatment and non-discrimination**

Suppliers must ensure equal treatment of employees regardless of:

- gender
- age
- nationality
- religion
- sexual orientation
- disability
- political beliefs

5. **Compensation and working hours**

Employees should receive compensation in accordance with applicable laws and industry standards.

Working hours should comply with labor laws and ensure that employees have adequate rest.

6. **Freedom of association**

Employees should have the right to form associations and engage in collective bargaining in accordance with applicable laws.

4.2 Occupational Safety and Health

Suppliers are required to ensure safe and hygienic working conditions.

In particular, they should:

- identify and minimize workplace risks,
- provide employees with appropriate health and safety training,
- use personal protective equipment,
- prevent workplace accidents.

4.3 Ethics and Business Integrity

The ROLV Group expects its suppliers to adhere to the principles of fair and legally compliant business conduct.

In particular, the following are prohibited:

Corruption and bribery

Suppliers may not offer or accept financial benefits to gain a business advantage.

Conflict of interest

Suppliers should avoid situations that could lead to a conflict of interest.

Fair Competition

Suppliers should conduct their business in accordance with the principles of fair competition and antitrust laws.

Money laundering

Suppliers are required to prevent money laundering and the financing of terrorism.

4.4 Environmental Protection

The ROLV Group expects suppliers to take measures to minimize the environmental impact of their business activities.

Suppliers should, in particular:

- use natural resources rationally,
- reduce greenhouse gas emissions,
- minimize energy and water consumption,
- adopt solutions that promote a circular economy,

- reduce waste.

4.5 Waste and Pollution Management

Suppliers should take measures aimed at:

- reducing waste generation,
- properly processing waste,
- preventing air, water, and soil pollution.

4.6 Biodiversity Conservation

Suppliers should conduct their operations in a manner that minimizes negative impacts on ecosystems and biodiversity.

5. Monitoring and Compliance with the Code

The ROLV Group may monitor suppliers' compliance with this Code.

In particular, the Company may:

- conduct supplier audits (upon prior notice),
- require the submission of relevant documents to confirm compliance with the Code's requirements,
- demand corrective actions in the event of violations of the Code.

A violation of the Code's principles may result in:

- the need to implement corrective actions,
- restriction of cooperation,
- termination of the agreement.

6. Reporting Violations

ROLV Group allows for the reporting of violations of the provisions of this Code.

Reports may be submitted in accordance with the Company's violation reporting procedure.

The Company ensures the confidentiality of reports and the protection of individuals who report in good faith.

7. Final Provisions

This Code constitutes an integral part of the business relationship between ROLV Group sp. z o.o. and its suppliers. The Company expects suppliers to:

- comply with the provisions of this Code,
- promote its principles within their own supply chain,
- cooperate with the Company regarding its implementation.

This Code is subject to periodic updates.

Supplier Declaration

I, the undersigned, hereby confirm that:

- I have read the ROLV Group sp. z o.o. Responsible Supply Chain Code,
- I undertake to comply with its provisions,
- I will promote its principles within my supply chain.

Company name:

.....

Representative's first and last name:

.....

Position:

.....

Date and place:

.....

Signature:

.....

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