Grupa Kęty

CODE
CONDUCT OF THE GROUP'S SUPPLIERS
GRUPA KĘTY S.A.

WE ARE AWARE THAT OUR ACTIONS SHOULD BE CONTINUOUS PROCESS OF DEVELOPMENT AND IMPROVEMENT, SO WE ARE OPEN TO EXCHANGE EXPERIENCES AND GOOD PRACTICES INSPIRATION SURROUNDING ENVIRONMENT BUSINESS OF THE ONE PART, AND THE OTHER OUR CONDUCT, THE WAY WE MANAGEMENT TO GIVE ANOTHER EXAMPLE OF MARKET PARTICIPANTS

- a quote from the Code of Ethics of the Capital Group of Grupa Kęty S.A.

Code of Conduct for Suppliers of the Capital Group GRUPA KĘTY S.A. was created as part of creating the corporate social responsibility strategy of the Capital Group of Grupa Kęty S.A., including a sustainable approach to the supply chain.

The Code defines the most important aspects for Suppliers * of the Capital Group of Grupa Kęty S.A. ** in the field of ethical and fair business, ensuring safe and hygienic working conditions, respect for human rights, responsibility for product quality and for the natural environment.

* Supplier - an entity remaining in economic relations with the Capital Group of Grupa Kety S.A.
** Capital Group of Grupa Kety S.A. - Grupa Kęty S.A. and all subsidiaries

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MISSION

For the future ...
"ensuring Employee Development, Effective Use of Natural Resources, Safety, Environmental Protection, Long-Term Economic Value"

VISION

"A world-class company in the areas of its activities"

VALUES

Our values are moral standards, ethics and business culture, innovative solutions and social responsibility reflecting the way the **Capital Group of Grupa Kęty S.A. operates.**

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ADMISSION

Capital Group of Grupa Kęty S.A. conducts business in accordance with the highest ethical standards, guided by a developed system of values, which is based on professionalism, ethics and mutual respect.

The Suppliers, regardless of their country of origin, are expected to apply consistent and accepted by the Group rules of conduct contained in this document.

OUR COMMITMENTS TO SUPPLIERS

_ The Capital Group of Grupa Kęty S.A. constantly strives to achieve the highest standards of running a business and constantly requires the implementation of the best solutions. Regulators, owners, our customers and employees also expect this of us. We want to build a culture of shared responsibility for business practices in the field of occupational health and safety, human rights, ethics in business, care for employees and local communities, and care for the natural environment at all stages of our activity. This also applies to our supply chain and cooperation with Suppliers.

_ That is why we incorporate the principles of responsible business and sustainable development into purchasing processes, and the Code of Conduct for Suppliers of the Capital Group of Grupa Kęty S.A. it is an integral part of the process of cooperation with Suppliers, including the process of their qualification and evaluation. We believe that such an approach will benefit both us and our Suppliers, as well as our social and business environment. We also believe that adherence to the Code's standards will contribute to the deepening of our cooperation and partnership with Suppliers and will strengthen the development of our and our Suppliers' activities.

CARING
FOR FUTURE
GENERATIONS

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THE COMPANY AND THE SUPPLY CHAIN

OUR EXPECTATIONS FOR SUPPLIERS

_ We want to work with Suppliers who understand and share our approach to responsible business and sustainable development, strive to improve and develop their best practices in areas where we set ourselves ambitious goals and which are key to us:

CARE FOR SAFETY AT WORKPLACE AND HEALTH OF WORKERS

_ The ambition of the Capital Group of Grupa Kęty S.A. is aiming at zero-accident rates in terms of severe and fatal accidents and creating a safe work environment.

WE REQUIRE FROM OUR SUPPLIERS:

1. The Supplier complies with the laws on health and safety at work applicable to the country of operation.
2. The Supplier provides safe and healthy working conditions by implementing procedures, certified health and safety management systems and / or own safety programs, good practices and solutions aimed at total elimination of accidents, avoiding injuries and diseases among the Supplier's employees caused by the performed work.
3. The supplier aims to set safety goals to minimize risks, monitors, analyzes and documents the achievement of these goals and its activities, aiming at continuous improvement of work safety.

RESPECT FOR HUMAN RIGHTS

_ The basic principle of our organization is compliance with human rights, including in the European Convention on Human Rights.

WE REQUIRE FROM OUR SUPPLIERS:

1. The supplier ensures respect for human rights in its activities.
2. Supplier ensures equal treatment in the workplace and does not use any practices that discriminate against employees or other stakeholders on the basis of age, sex, disability, race, religion or any other criteria.
3. The Supplier complies with the provisions of the labor law applicable to the Supplier's country of origin and business.

CREATING
A SAFE WORK
ENVIRONMENT

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CONTINUOUS IMPROVEMENT IN THE AREA OF ENVIRONMENTAL IMPACT MANAGEMENT AND ANTI-EFFECTIVE CLIMATE CHANGE.

_ In the Capital Group of Grupa Kęty S.A. we take full responsibility for the impact of our activities on the environment and climate change.

WE REQUIRE FROM OUR SUPPLIERS:

1. The supplier complies with the provisions of the law with regard to the impact of its activities on the natural environment.
2. The supplier assesses its activities in terms of the risk of negative environmental impact and strives to prevent this risk.
3. The supplier aims to set goals to reduce the negative impact of its operations on the natural environment and climate change.
4. The supplier strives to responsible, environmentally friendly sourcing of raw materials and / or to take into account environmental criteria in its purchasing decisions.
5. The supplier strives to reduce the consumption of raw materials and natural resources, including water, and to manage them rationally.
6. The Supplier strives to minimize greenhouse gas emissions, including carbon dioxide, resulting directly and indirectly from the Supplier's activities to the extent appropriate to the scale and type of business conducted by the Supplier.
7. The supplier complies with the legal regulations concerning economy waste, aims to minimize the generation of waste related to the conducted activity and ensures proper management of the generated waste, including cooperation with authorized recipients of the generated waste in order to minimize the risk of the negative impact of waste on the environment.

CARE
FOR THE
ENVIRONMENT

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THE COMPANY AND THE SUPPLY CHAIN

ANTI-CORRUPTION

_ Through the provisions of our Anti-Corruption Policy, we categorically oppose any activities that bear the hallmarks of corruption and actively counteract its occurrence.

WE REQUIRE FROM OUR SUPPLIERS:

1. The supplier counteracts all forms of corruption in its activities and implements preventive practices.
2. In the event of identifying any form of corruption, the Supplier takes firm steps to remedy and prevent further incidents of this type.
3. The supplier applies internal regulations regarding the receipt and transfer of gifts.

FINAL PROVISIONS

_ The Code of Conduct is addressed to all Suppliers of the Capital Group of Grupa Kęty S.A. Suppliers are bound by its rules. Confirmation of knowledge and compliance with the rules of the Code of Conduct is a requirement for cooperation with the GRUPA KĘTY S.A.
If in the Supplier's country of operation, the law or internal regulations regarding the issues covered in the Code are more restrictive, we expect compliance with the more restrictive regulations. Although this Supplier Code of Conduct applies primarily to direct suppliers, the Capital Group of Grupa Kety S.A. encourages you to develop your own rules and promote them among your own supply chain.

_ The Capital Group of Grupa Kęty S.A. undertakes to support its Suppliers in building awareness and promoting the best practices of responsible business and in the development of Suppliers' activities in accordance with the standards of responsible business and sustainable development.

_ This Supplier Code of Conduct must be interpreted without prejudice to other additional requirements, established by contract or law, affecting the commercial relations between the Capital Group of Grupa Kęty S.A. and its suppliers.

_ GKK reserves the right to check whether its direct suppliers comply with this Supplier Code of Conduct. This verification can be carried out in various ways, such as self-assessment surveys or audits at the supplier's facilities, announced and agreed between the parties in good time.

_ The Supplier Code of Conduct applies both in Poland and abroad, taking into account the cultural, linguistic, social and economic differences of the countries in which the Capital Group of Grupa Kęty S.A. operates.

All cases of irregularities or violations of the Code should be reported by e-mail to the Business Ethics Ombudsman who supervises the application of ethical principles in Grupa Kęty S.A. Capital Group. to the address: **etyka@grupakety.com.**

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www.grupakety.com

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ALUPROF
LET'S BUILD A BETTER FUTURE

Alupol packaging

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