

CONTROL-SERVICE

SUPPLIER SUSTAINABILITY POLICY

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1. Introduction

We are the company that places a high value on integrity. This is one of the foundations which our business is based on. We consistently earn the trust of our customers, business partners and associates by making the most ethical and responsible decisions. This Code is a list of ethical principles that we absolutely require from our suppliers. At Control-Service, we care about the transparency of our activities and a clear message of our values, and we require the same from our suppliers.

2. General principles

A supplier cooperating with the Control-Service company is obliged to comply with the principles contained in this code. We expect every employee employed by a supplier to be familiar with the following regulations and undertake to comply with them.

Additionally, the provider ensures that he shares information on any actual or potential conflicts of interest. If you are in doubt or become aware of a potential violation of laws, regulations or the Code, raise appropriate questions and concerns.

3. Human rights and working conditions

A Supplier confirms compliance with the UN Charter of Human Rights. In the workplace, it pays particular attention to the laws relating to: child labor, wages and benefits, working hours, slavery, freedom of association and collective bargaining, harassment and non-discrimination.

Child labor

A Supplier confirms that it prohibits child labor, i.e. employing persons under the age of 15. In addition, a Supplier respects the regulations set out in a given workplace and the exceptions contained therein.

Working hours and salary

A Supplier complies with the labor standards with regard to the maximum working hours. A Supplier respects the applicable law, accepted customs and agreements regarding working hours and remuneration as well as bonuses specified in the company's policy and included in contracts concluded with employees.

Slavery and forced labor

A Supplier confirms that it does not engage in any forced, compulsory or slave labor practices. A Supplier does not benefit from them and does not demand a security deposit in the form of keeping identity documents or a cash deposit. Employees may resign from employment at their will, provided that they submit a notice of termination within the time limit and in the manner specified by the provisions and the concluded contract.

Freedom of association and collective negotiation

A Supplier respects the right of all employees to join associations representing their interests as employees, to organize and negotiate collective and individual agreements. Respects recognized trade unions and the right of the employee not to join a trade union.

Harassment and discrimination

A Supplier acknowledges that it is an equal opportunity employer and treats employees and applicants fairly. Skills, qualifications and other professional / business criteria are the basis for all hiring decisions (including promotion, termination of employment, salary and fringe benefits, access to training, development and transfers.

A Supplier treats everyone equally regardless of: gender , age, race, religion, sexual orientation, nationality, disability, political opinion, social or ethnic origin or trade union membership and any other status or feature protected by law. , verbal or psychological are considered prohibited in his company.

4. Occupational health and safety

Emergency readiness and incident management

A supplier confirms that it ensures healthy health for both employees and guests and a safe working environment. A supplier regularly assesses the health and safety impact and risks associated with its operations. A supplier makes every effort to ensure that all employees:

- familiarized themselves with the requirements concerning health and safety at work and strictly complied with them,
- act in a manner which puts the protection of their own health and safety as well as the health and safety of colleagues and any visitors first,
- report accidents, all situations that may pose a potential threat to safety and personal injuries, and know the procedures for such reports.

A Supplier confirms that it has a policy of conduct in the event of emergencies or accidents. A Suppliers also confirms that employees are aware of these rules.

Fire prevention

A Supplier ensures that each employee is equipped with protective equipment appropriate for the activities performed and is trained in its use. This equipment meets all the rules contained in the applicable Labor Law.

Protective equipment

A Supplier ensures safety in the operation of machines and other technical devices. All equipment is installed in a way that minimizes the occurrence of any occupational risk.

Safe operation of machines and other technical devices

A Supplier ensures that he has the rules of safe production and use of all chemical substances. All chemical preparations are properly marked and used in an appropriate manner do not pose a threat to the environment.

Handling of chemicals

A Supplier ensures that he has the rules of safe production and use of all chemical substances. All chemical preparations are properly marked and used in an appropriate manner do not pose a threat to the environment.

5. Ethical business

Fair competition and anti-trust

We compete fairly and demand the same from our suppliers. A Supplier shall not exchange information or enter into agreements or understandings with competitors, customers or suppliers in a manner that would have an improper effect on the market

or the outcome of the procurement. Information gained about competitors comes only from legal sources.

We expect from our business partners what we represent ourselves, i.e. : In collaboration with business partners:

- We act with integrity and honesty.
- We care about transparency of business terms and conditions of cooperation.
- We select suppliers on the basis of known economic and legal criteria within the limits of applicable norms and standards.
- We ensure that the principles contained in the Code of Conduct are understood and accepted.
- We take care to maintain the confidentiality of the data transmitted.
- We respect religious and cultural diversity.
- We make sure that our actions create antimonopoly activities.

Privacy

A Supplier ensures that all personal data is processed only in accordance with applicable law.

Corruption, extortion and fraud

We place great emphasis on the integrity of our suppliers. Honesty and transparency in relations with business partners are an important element of mutual respect, trust and good business practice. A supplier ensures that its activities are free obliged to comply with the rules related to these topics.

Conflict of interest

A Supplier does not engage in activities that create a conflict of interest.

Conflicts of interest should be avoided and employees should not take any action that could in any way interfere with their ability to make impartial and objective decisions on behalf of a supplier's company or jeopardize the supplier's interests.

Protection of intellectual property

A supplier confirms that he cares about the protection of intellectual property of his own solutions and does not illegally use the intellectual property of other entities / units.

Whistleblowing and reporting persons protection

A supplier confirms that it has a complaints system that supports the reporting person. The data of the reporting person is confidential and may be sent to the notified party only with its consent.

6. Environmental impact

We work with suppliers who declare their willingness to reduce the negative impact of their activities on the environment, and this is supported by actual actions. Our suppliers are entities aware of the importance of the issue of environmental protection and on a daily basis.

We want our suppliers to pay particular attention to the following issues:

- 1) Constant improvement in the area of managing an impact on natural environment:
 - a. A supplier observes legal provisions in the range of an impact of his activity on natural environment.

b. A supplier assesses his activity from the perspective of a risk of a negative influence on environment and makes an effort to prevent this risk.

c. A supplier seeks to mark out objectives to reduce a negative impact of his activity on natural environment (e.g. in the form of an environmental policy or another binding document).

d. Suppliers shall characterize, monitor, control, and treat air emissions of volatile organic compounds, corrosives, particulates, ozone-depleting chemicals, and combustion by-products generated from operations, as required by applicable laws and regulations, before discharge.

2) Responsible acquisition and exploitation of raw materials:

a. A supplier seeks to gain raw materials in a responsible manner, taking care of natural environment and/or to consider environmental criteria in his purchasing decisions.

b. A supplier seeks to reduce consumption of raw materials and natural resources, including water, and to manage them rationally.

c. The supplier cares about the quality of the raw materials it consumes, including water.

3) Minimisation of greenhouse gas emissions:

a. A supplier seeks to minimise emissions of greenhouse gases, including carbon dioxide, arising directly or indirectly from the supplier's activity within the scope adequate to a scale and type of activity carried out by the supplier.

4) Responsible waste management:

a. A supplier observes all legal regulations concerning waste management.

b. A supplier seeks to minimise generation of waste connected with conducted activity.

c. A supplier ensures proper management of generated waste, including cooperation with authorised recipients of generated waste in order to minimise a risk of negative impact of waste on natural environment.

7) Responsible chemical management:

a. A Supplier is expected to identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Companies should also be aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes.

7. Summary and sustainability requirements for own suppliers

Business is ethical only when it adheres to absolute values. Following the path of ethical business is the path to trust and building strong relationships. The Supplier Code allows us to cooperate with suppliers who are socially responsible. We also expect our suppliers to have their own set of rules of conduct for their suppliers.

Verification of compliance is subject to audits by Control-Service or a third party designated by or otherwise acceptable to Starbucks. Failure to comply, or failure to work with Control-Service or a third party to correct non-complying situations, are grounds for cancellation of open orders, discontinued use of non-complying production sites, or termination of our business relationship

Confirmation

I acknowledge that I have read and understand the Control-Service Supplier Sustainability Policy and agree to abide by its provisions.

Name and surname:

Company name:

Date:

Signature: