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## 1. Introduction

AAH PLASTICS is committed to upholding the highest standards of ethical conduct. Our approach to doing business in the right way includes standards of conduct relating to: human rights and labour; environmental sustainability; and health and safety.

AAH PLASTICS's Code of Conduct sets out our approach to doing business in the right way in accordance with our core values. Our Suppliers are an integral part of our business, and we want to partner with those who share our values.

AAH PLASTICS's Suppliers are required to provide safe working conditions, treat workers with dignity and respect, act fairly and ethically, and use environmentally responsible practices wherever they make products or perform services for AAH PLASTICS.

AAH PLASTICS requires its Suppliers to operate in accordance with the principles of this AAH PLASTICS Supplier Code of Conduct ("the Supplier Code"), and in compliance with applicable laws and regulations. AAH PLASTICS also requires its Suppliers to operate in accordance with its Supplier Standards.

This Supplier Code is not intended to conflict with or modify the terms and conditions of any existing contract between AAH PLASTICS and a Supplier. In the event of any conflict, the contractual terms will prevail.

Where local law and the standards within this Supplier Code differ, the higher standard shall prevail. Where they are in conflict, we respect national law, while seeking to honor the higher standard.

AAH PLASTICS reserves the right to assess its Suppliers' compliance with this Supplier Code, and any violations of this Supplier Code may jeopardize a Supplier's business relationship with AAH PLASTICS up to and including termination.

## 2. Business ethics

AAH PLASTICS s.r.o. is committed to conducting business in accordance with the highest ethical standards. This commitment underpins everything we do. We are committed to doing business fairly and transparently.

We seek to do business with Suppliers that adopt clear standards of business conduct in line with our own.

### 2.1 Prevent bribery and corruption

AAH PLASTICS Suppliers must not tolerate bribery or corruption in any form.

AAH PLASTICS Suppliers must not directly or indirectly offer, promise, pay, request or receive any inducements that are, or may be perceived to be, intended to obtain inappropriate influence in the course of their work with or for AAH PLASTICS.

### 2.2 Gifts and hospitality

Providing appropriate gifts and hospitality may help to build and maintain good business relationships. However, offering or accepting excessive gifts and hospitality may increase the risk of actual or perceived bribery and corruption.

Suppliers must respect that AAH PLASTICS Personnel are prohibited from offering or accepting excessive gifts and hospitality, and may only offer or accept gifts and hospitality in keeping with AAH PLASTICS's Gifts and Hospitality.

### 2.3 Managing conflicts of interests

We define conflicts of interest for AAH PLASTICS personnel as any financial or other factor that may influence behavior contrary to the best interests of AAH PLASTICS. We expect our suppliers to avoid creating any conflicts of interest for AAH PLASTICS personnel. If our suppliers encounter any conflicts of interest relevant to their work with us, they must disclose this to AAH PLASTICS so that the conflict can be appropriately managed.

### 2.4 Integrity in financial transactions

Our Suppliers shall comply with all applicable laws and regulations relating to integrity and transparency in financial transactions. This expectation includes, but is not limited to, applicable laws and regulations relating to money laundering, proceeds of crime, fraud, tax evasion and insider trading / market abuse regulations.

### 2.5 Protecting confidential information

Suppliers with access to intellectual property, data or other confidential information relating to AAH PLASTICS, our other Suppliers, our customers or employees must respect and protect all such information and data.

AAH PLASTICS Suppliers must not use non-public information gained in the course of their work with AAH PLASTICS to participate in any kind of insider trading and they must not assist others to derive any benefit from such information.

Suppliers collecting or using personal data or information in the course of their work with or for AAH PLASTICS must handle it responsibly and securely in accordance with their contractual agreements with AAH PLASTICS, and all applicable legal and regulatory requirements.

If Suppliers become aware of the loss, theft, destruction or unauthorised alteration or disclosure of any AAH PLASTICS related intellectual property, data or other confidential information then they must immediately report this to their AAH PLASTICS contact. Suppliers are required to provide any necessary support to AAH PLASTICS in connection with the investigation and resolution of such incidents.

## 2.6 Export controls and sanctions compliance

We require our Suppliers to ensure they are not conducting business with organisations, entities or individuals who are subject to sanctions ('Restricted / Denied Parties').

We expect our Suppliers to comply with all applicable international laws and regulations relating to Export Controls. Where required, Suppliers must provide AAH PLASTICS with up-to-date Export Controls information about their products and services in order for AAH PLASTICS and its business partners to comply with relevant international trade laws and regulations.

## 2.7 Competition and antitrust compliance

We expect our Suppliers to uphold standards of fair competition. Our Suppliers must comply with all applicable antitrust / competition laws and regulations.

## 2.8 Counterfeit parts policy

AAH PLASTICS s.r.o. is dedicated to maintaining the authenticity and quality of all parts and components used in our manufacturing processes. We are committed to detecting, preventing, and addressing the risks associated with counterfeit parts to ensure the safety, reliability, and performance of our products.

### 2.8.1 Key principles

#### 1. Integrity and Quality Assurance

- Uphold the highest standards of product integrity and quality.
- Ensure all parts and components are authentic and meet required specifications.

#### 2. Supplier Verification and Management

- Engage with verified and reputable suppliers who meet our quality standards.
- Require suppliers to provide documentation verifying the authenticity of parts and components.

#### 3. Employee Awareness and Training

- Train employees to recognize and report counterfeit parts.
- Conduct regular training sessions to keep employees informed about counterfeit detection methods and protocols.

#### 4. Vigilance and Reporting Mechanisms

- Encourage a culture of vigilance where employees and stakeholders report suspected counterfeit parts.
- Investigate and address all reports promptly and thoroughly.

## 2.8.2 Procedures

### 1. Supplier Selection and Verification

- **Verification Process:** All suppliers undergo a rigorous verification process to ensure compliance with our quality standards and anti-counterfeit measures.
- **Documentation Requirement:** Suppliers must provide certificates of authenticity and other relevant documentation for all parts supplied.
- **Regular Audits:** Conduct regular audits of suppliers to ensure ongoing compliance with our standards.

### 2. Inspection and Testing

- **Incoming Parts Inspection:** Conduct thorough inspection and testing of all incoming parts to verify authenticity.
- **Detection Technologies:** Use advanced detection methods and technologies to identify counterfeit parts.
- **Traceability:** Maintain detailed records to trace parts through the supply chain and quickly address any counterfeit issues.

### 3. Handling and Reporting Suspected Counterfeit Parts

- **Isolation of Suspected Parts:** Immediately isolate any suspected counterfeit parts to prevent their use.
- **Investigation Procedure:** Conduct a detailed investigation to determine the authenticity of the parts.
- **Reporting Findings:** Document and report findings to relevant authorities and stakeholders as necessary.

### 4. Collaboration and Communication

- **Industry Collaboration:** Collaborate with industry partners, regulatory bodies, and law enforcement to combat counterfeit parts.
- **Customer Communication:** Inform customers about our anti-counterfeit measures and encourage them to report any concerns.

### 5. Continuous Improvement

- **Policy Review:** Regularly review and update the Counterfeit Parts Policy to address emerging threats and incorporate best practices.

- **Feedback Mechanism:** Use feedback from employees, suppliers, and customers to improve anti-counterfeit measures.

### 2.8.3 Responsibilities

**1. Management:** Ensure implementation and compliance with the Counterfeit Parts Policy.

**2. Employees:** Adhere to policy guidelines, participate in training, and report any suspected counterfeit parts.

**3. Suppliers:** Comply with documentation requirements and participate in verification processes.

### 2.9 Whistleblowing and protection against retaliation policy

The purpose of this policy is to establish a mechanism to provide protection to individuals from unjust retaliation in their employment relationship with the employer in connection with reporting criminal activity or other anti-social behavior.

**Anonymous Report:** A report in which the name, surname, and address of the person submitting the report are not provided, but which specifies against whom the report is directed and includes sufficient details to determine the subject matter of the report.

**Protected Whistleblower:** A whistleblower who has submitted a request for protection to the prosecutor or the relevant administrative authority when reporting serious anti-social activity that constitutes a criminal offense or administrative offense, either at the time of the report or during the proceedings related to the report.

**Report:** The presentation of facts that a natural person has become aware of in connection with the performance of their employment, profession, position, or function, or in connection with activities in the public interest, that relate to anti-social activity.

**Anti-Social Activity:** Serious anti-social activity or conduct that is not considered unlawful, but that has a negative impact on society.

**Serious Anti-Social Activity:** Unlawful conduct that is:

- i) one of the criminal offenses against the financial interests of the European Union as defined in §§ 261 to 263 of the Penal Code, criminal offenses related to public procurement and public auctions as defined in §§ 266 to 268 of the Penal Code, one of the offenses committed by public officials as defined in §§ 326 to 327a of the Penal Code, or one of the offenses of corruption as defined in §§ 328 to 336b of the Penal Code;
- ii) a criminal offense for which the Penal Code prescribes a prison sentence with a maximum penalty exceeding three years;
- iii) an administrative offense for which a fine can be imposed with a maximum limit determined by calculation;
- iv) an administrative offense for which a fine can be imposed with a maximum limit of at least €30,000.

#### 2.9.1 Filing a Report

1. If an Employee has knowledge (or suspicion) of Anti-Social Activity, they are required to submit a Report to the Responsible Person.

2. The Responsible Person for the Employer is:

- Name: Ing. Lenka Jakubcová
- Address: Hostŕovce 237, 951 91
- Phone: 0907 988 679
- Email: lenka.jakubcova@aahplastics.sk

3. Reports can be submitted anonymously or non-anonymously.

4. The Responsible Person will, upon request, provide written confirmation of the submission of the Report for Non-Anonymous Reports.

5. Reports can be submitted:

a. In writing, by:

- Dropping it into a box labeled "Reports – Anti-Social Activity" placed out of reach of camera systems, located at the Employer's premises, or
- Sending it by mail to the following address of the Employer, addressed to the Responsible Person:

AAH PLASTICS s.r.o.  
Ing. Lenka Jakubcová  
Dolné Hony 435/21  
949 01 Nitra;

b. Electronically, through the Munipolis application, section - Reports.

Access to this application is restricted exclusively to application administrators.

c. In person, by:

- Handing the written Report directly to the Responsible Person, or
- Providing it orally for documentation by the Responsible Person.

6. Submitting a Report shall not be a basis or reason for taking any action that would harm the Whistleblower.

7. Submitting a Report shall not be considered a violation of § 81 letter f) of the Labor Code, which states that an Employee is required to maintain confidentiality regarding matters learned during the performance of their employment that cannot be disclosed to other persons in the interest of the Employer.

### 2.9.3 Review of Reports

1. The Responsible Person will review the Reports.

2. The Responsible Person is obligated to accept and review each Report within 90 (in words: ninety) calendar days from the Receipt of the Report (hereinafter referred to as the "Review Period"). The Responsible Person may extend the Review Period by an additional 30 (in words: thirty) calendar days (hereinafter referred to as the "Extension of the Review Period").



3. The Responsible Person is required to inform the Whistleblower of the Extension of the Review Period, including the reasons for the extension, unless it is an Anonymous Report. For the purposes of this article of the Directive, reviewing the Report also includes forwarding the matter for processing under the Criminal Procedure Code or special regulations.

4. The Responsible Person, the Employer, and any third party who is aware of the content of the Report and/or the identity of the Whistleblower are required to maintain confidentiality regarding the identity of the Whistleblower.

5. In reviewing the Report, the Responsible Person will base their evaluation on its content, regardless of its labeling.

#### 2.9.4 Recording Reports and Processing Personal Data Contained in Reports

1. The Responsible Person is required to maintain a record of the Reports, which must include, but is not limited to, the following information:

- a. Date of Receipt of the Report;
- b. Name, surname, and address of the Whistleblower;
- c. Subject of the Report;
- d. Result of the Review of the Report;
- e. Date of completion of the Review of the Report.

2. Each received Report will be promptly recorded by the Responsible Person in the report registry, indicating the sequential number of the Report and the year of its receipt.

3. The Employer is obliged to retain the data mentioned in point 1 of this article of the Directive for a period of 3 (in words: three) years from the date of receipt of the Report.

4. The Responsible Person is required to process personal data in accordance with the Personal Data Protection Act. All personal data specified in the Report will be processed solely for the purpose of reviewing the Report.

5. In relation to the processing of personal data, the Employer has adopted appropriate technical, personnel, and organizational measures to ensure the protection of processed personal data in accordance with the Personal Data Protection Act.

#### 2.10 Integrity in Sales and Marketing

Suppliers who undertake marketing or promotional activities for, on behalf of, or with AAH PLASTICS shall do so with integrity, without making unfair or misleading statements. Suppliers who deal with AAH PLASTICS's end customers are expected to do so in a professional, fair and transparent manner.

#### 2.11 Responsible Sourcing of Raw Materials

AAH PLASTICS Suppliers must source raw materials and minerals responsibly, and are expected to demonstrate this through the design and implementation of a management system promoting supply chain traceability and transparency.

## 2.12 Disclosure of Information Policy for AAH PLASTICS s.r.o.

### 2.12.1 Purpose

The purpose of this policy is to establish clear guidelines for the disclosure of information within AAH PLASTICS s.r.o., ensuring transparency, compliance with legal requirements, and the protection of confidential and sensitive information.

### 2.12.2 Scope

This policy applies to all employees, contractors, and third-party partners of AAH PLASTICS s.r.o.

### 2.12.3 Definitions

- **Confidential Information:** Any non-public information that could harm the company's competitive position, legal standing, or security if disclosed improperly. This includes trade secrets, proprietary information, employee records, and financial data.
- **Public Information:** Information that has been approved for release to the general public, including press releases, marketing materials, and information shared on the company's official website.

### 2.12.4 General Principles

- **Transparency:** AAH PLASTICS s.r.o. commits to disclosing information in a transparent manner while balancing the need to protect sensitive and confidential information.
- **Compliance:** All disclosures must comply with applicable laws, regulations, and company policies.
- **Accuracy:** Information disclosed must be accurate, complete, and timely.

### 2.12.5 Procedures for Disclosure

- **Internal Disclosure:** Confidential information should be shared internally on a need-to-know basis. Employees must follow internal protocols for information sharing.
- **External Disclosure:** Any information to be disclosed to external parties must be reviewed and approved by the relevant department head or designated officer.
- **Public Disclosure:** Public disclosures, such as press releases or social media announcements, must be coordinated through the marketing or communications department.

### 2.12.6 Confidential Information Protection

- **Access Control:** Access to confidential information is restricted to authorized personnel only.
- **Non-Disclosure Agreements (NDAs):** Employees, contractors, and third parties with access to confidential information must sign NDAs.
- **Training:** Employees must undergo regular training on the importance of information security and the proper handling of confidential information.

### 2.12.7 Reporting and Compliance

- **Reporting:** Any unauthorized disclosure of information must be reported immediately to the direct supervisor or the legal department.
- **Disciplinary Action:** Violations of this policy may result in disciplinary action, up to and including termination of employment or contract.

## 2.13 Noise Emissions Policy for AAH PLASTICS s.r.o.

### 2.13.1 Policy Objectives

To minimize noise emissions from all company operations, ensuring the safety and well-being of employees and the surrounding community.

### 2.13.2 Policy Statement

AAH PLASTICS s.r.o. acknowledges the potential impact of noise pollution on both workers and local residents. The company is committed to reducing noise emissions from its Solčany facility and other operational locations.

### 2.13.3 Scope

This policy covers all areas where noise emissions may occur, including manufacturing processes, transportation, and site maintenance.

### 2.13.4 Policy Actions

1. **Noise Monitoring:** Continuously monitor noise levels at production sites to ensure compliance with local regulations.
2. **Noise Mitigation:** Install noise-dampening equipment on high-noise machinery and use soundproofing where necessary.
3. **Employee Safety:** Provide personal protective equipment (PPE) to employees exposed to high noise levels.
4. **Community Engagement:** Engage with the local community to address noise concerns and implement solutions where needed.

### 2.13.5 Review and Reporting

Noise levels will be reviewed bi-annually, with adjustments made to ensure compliance with health and safety regulations.

## 2.14 Air Quality Policy for AAH PLASTICS s.r.o.

### 2.14.1 Purpose

The purpose of this policy is to outline AAH PLASTICS s.r.o.'s commitment to maintaining and improving air quality in and around our facilities, ensuring the health and well-being of our employees, the community, and the environment.

### 2.14.2 Scope

This policy applies to all operations, activities, and employees of AAH PLASTICS s.r.o.

### 2.14.3 Policy Statement

AAH PLASTICS s.r.o. is dedicated to operating in a manner that protects the environment and public health. We are committed to minimizing our impact on air quality through proactive measures and continuous improvement.

### 2.14.4 Objectives

- To comply with all applicable local, national, and international air quality regulations and standards.

- To reduce emissions of pollutants and greenhouse gases from our operations.
- To implement best practices and technologies that enhance air quality.
- To raise awareness among employees about the importance of air quality and their role in maintaining it.

#### 2.14.5 Key Strategies

- **Compliance and Monitoring:** Regularly monitor and ensure compliance with air quality regulations. Conduct routine assessments and audits of our air emissions.
- **Emission Reduction:** Implement measures to reduce emissions from manufacturing processes, including the use of clean technologies, efficient energy use, and pollution control equipment.
- **Maintenance and Upgrades:** Maintain and upgrade equipment to ensure optimal performance and minimal emissions.
- **Waste Management:** Properly manage waste to prevent air contamination from harmful substances.
- **Transportation:** Promote the use of environmentally friendly transportation options and optimize logistics to reduce emissions.
- **Employee Training and Engagement:** Educate and engage employees on the importance of air quality, encouraging practices that contribute to a cleaner environment.

#### 2.14.6 Responsibilities

- **Management:** Ensure that the policy is implemented and adhered to across the company. Provide necessary resources for air quality management.
- **Employees:** Follow all air quality guidelines and procedures. Report any incidents or conditions that may negatively impact air quality.
- **Environmental Officer:** Oversee air quality management programs, monitor emissions, and ensure compliance with regulations.

#### 2.14.7 Reporting and Review

- **Reporting:** Regularly report on air quality performance to management and relevant authorities as required.
- **Review:** This policy will be reviewed annually and updated as necessary to reflect advancements in technology, changes in regulations, and improved practices.

### 2.15 Responsible Chemical Management Policy for AAH PLASTICS s.r.o.

#### 2.15.1 Purpose

The purpose of this Responsible Chemical Management Policy is to ensure the safe handling, storage, use, and disposal of chemicals at AAH PLASTICS s.r.o., thereby protecting the health and safety of our employees, the environment, and the communities in which we operate.

#### 2.15.2 Scope

This policy applies to all employees, contractors, and visitors at AAH PLASTICS s.r.o. who may come into contact with chemicals in the course of their work.

### 2.15.3 Policy Statement

AAH PLASTICS s.r.o. is committed to implementing responsible chemical management practices that comply with applicable regulations and industry standards. We prioritize the health and safety of our employees and the environment by adopting proactive measures for the safe management of chemicals.

### 2.15.4 Objectives

- To comply with all relevant local, national, and international laws and regulations concerning chemical safety and management.
- To minimize the risk of chemical exposure to employees, customers, and the environment through proper handling and storage practices.
- To ensure proper training and awareness of chemical safety among employees.
- To establish procedures for the safe disposal of chemicals and hazardous waste.

### 2.15.5 Key Strategies

- **Chemical Inventory:** Maintain an up-to-date inventory of all chemicals used in our operations, including Material Safety Data Sheets (MSDS) for each chemical.
- **Risk Assessment:** Conduct regular risk assessments to identify and evaluate hazards associated with the use of chemicals, implementing controls as needed to mitigate risks.
- **Training and Awareness:** Provide regular training for all employees on chemical safety, including proper handling, storage, personal protective equipment (PPE), and emergency response procedures.
- **Safe Handling and Storage:** Implement safe handling and storage procedures for chemicals, including labeling, segregating incompatible substances, and maintaining appropriate storage conditions.
- **Emergency Preparedness:** Establish and maintain emergency response procedures for chemical spills, leaks, or other incidents. Conduct regular drills to ensure employee readiness.
- **Waste Management:** Develop and implement a hazardous waste management program to ensure the safe disposal of chemicals and minimize environmental impact.
- **Continuous Improvement:** Regularly review and update chemical management practices to incorporate advancements in safety standards, technology, and best practices.

### 2.15.6 Responsibilities

- **Management:** Ensure the implementation of this policy, allocate necessary resources, and foster a culture of safety within the organization.
- **Employees:** Follow all procedures and guidelines related to chemical management, report any unsafe conditions, and participate in training sessions.
- **Chemical Safety Officer:** Oversee the chemical management program, conduct training, maintain the chemical inventory, and ensure compliance with regulations.

### 2.15.7 Reporting and Review

- **Reporting:** All incidents or concerns related to chemical safety must be reported immediately to a supervisor or the Chemical Safety Officer.
- **Review:** This policy will be reviewed annually and updated as necessary to reflect changes in regulations, practices, or organizational structure.

### 3. Human rights and labour standards

AAH PLASTICS is committed to promoting and respecting human rights. We want to work with others who share this commitment.

#### 3.1 Child and forced labour

AAH PLASTICS Suppliers must not engage in any instance of forced, bonded or compulsory labour, nor slavery or trafficking of people in the course of their business operations. Suppliers shall place the same obligations on their own supply chain and business partners.

AAH PLASTICS Suppliers must not employ, engage or otherwise use any form of child labour. Suppliers shall employ only workers who are at least 16 years of age, the applicable minimum legal age for employment, or the applicable age for completion of compulsory education.

AAH PLASTICS expects its Suppliers to provide a safe, inclusive and respectful workplace.

#### 3.2 Abuse, harassment and unfair discrimination

AAH PLASTICS Suppliers must treat their workforce with dignity and respect. This expectation includes zero tolerance for any form of harassment, violence or threats, whether sexual, physical, verbal or psychological. AAH PLASTICS Suppliers must develop fair, transparent and clear employee policies which prevent unfair discrimination and promote diversity and equality, in accordance with applicable law.

#### 3.3 Respect freedom of association and collective bargaining

AAH PLASTICS Suppliers shall allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation, or harassment and respect workers' rights to associate freely, to join or not join labour unions, bargain collectively, seek representation, and join workers' councils.

#### 3.4 Wages and benefits

AAH PLASTICS Suppliers must provide their workers with remuneration that is adequate to cover basic needs and enable a decent standard of living for the workers and their families; this includes respecting minimum wages, overtime compensation, medical leave and government mandated benefits.

#### 3.5 Ethical recruiting

AAH PLASTICS Suppliers must not mislead or defraud potential workers about the nature of the work, ask workers to pay recruitment fees, and / or confiscate, destroy, conceal and / or deny access to workers' passports and other government issued identity documents. Workers must receive a written contract at the start of their recruitment in their native language, stating in a truthful, clear manner their rights and responsibilities.

AAH PLASTICS Suppliers shall promote a culture of diversity and equality, where everyone is able to contribute fully and reach their full potential. AAH PLASTICS suppliers should strive for diversity at all levels of workforce and leadership, including boards of directors.

Our Suppliers shall provide equal opportunities for women in employment and commit to equal pay for equal work.

### 3.6 Rights of Minorities and Indigenous peoples

AAH PLASTICS Suppliers shall respect the rights of local communities to decent living conditions; education, employment, social activities, and the right to Free, Prior, and Informed Consent (FPIC) to developments that affect them and the lands on which they live, with particular consideration for the presence of vulnerable groups.

### 3.7 Working hours

AAH PLASTICS Suppliers must comply with applicable laws and regulations regarding working hours or in the absence of such laws and regulations, the ILO standards on working time.

## 4. Environmental standards

AAH PLASTICS is committed to responsibly managing the environmental impact of our business operations. AAH PLASTICS strives for environmental sustainability across our value chains, and in some cases, relies on its Suppliers to help deliver AAH PLASTICS's own sustainability targets. AAH PLASTICS seeks to partner with those who share its vision of advancing environmental innovations.

AAH PLASTICS expects its Suppliers to strive for progressive and continuous improvements in environmental sustainability in the production and sale of their products and services and to comply with all applicable environmental laws and regulations.

Environmental responsibility is paramount at AAH PLASTICS, and we expect our suppliers to uphold high environmental standards. These standards include:

1. **Compliance with Regulations:** Suppliers must comply with all local and international environmental laws and regulations relevant to their operations.
2. **Resource Efficiency:** Suppliers should strive to minimize resource consumption, including energy and water usage, through efficient processes and technologies.
3. **Waste Management:** Effective waste management practices, including reduction, recycling, and safe disposal, must be implemented to minimize environmental impact.
4. **Emissions Reduction:** Suppliers are encouraged to reduce greenhouse gas emissions and other pollutants through cleaner production methods and technologies.
5. **Use of Sustainable Materials:** Preference is given to suppliers who prioritize the use of environmentally friendly materials and components in their products.
6. **Environmental Reporting:** Regular reporting on environmental performance and improvement initiatives is expected to ensure transparency and accountability.

By adhering to these standards, AAH PLASTICS and its suppliers contribute to sustainable practices and environmental stewardship throughout the supply chain. Together, we strive to minimize our ecological footprint and promote a healthier planet for future generations.

## 5. Health and safety

AAH PLASTICS is committed to a healthy and safe working environment.

AAH PLASTICS Suppliers must comply with all applicable health and safety laws and regulations and never compromise safety in the pursuit of commercial advantage. AAH PLASTICS Suppliers should provide a working environment that meets or exceeds local and national safety, occupational health, and fire safety legislation and provide appropriate training and education to their workforce to mitigate known risks and hazards.

Health and safety standards for AAH PLASTICS suppliers are crucial to maintaining a safe and secure working environment across our supply chain. These standards encompass:

1. **Compliance with Regulations:** Suppliers must comply with all local and international health and safety laws and regulations applicable to their operations.
2. **Workplace Safety:** Ensuring a safe workplace environment for all employees, contractors, and visitors, with proper training, equipment, and emergency procedures in place.
3. **Hazard Identification and Risk Assessment:** Conducting regular assessments to identify workplace hazards and implement effective controls to mitigate risks.
4. **Personal Protective Equipment (PPE):** Providing and ensuring the proper use of PPE where necessary to protect against workplace hazards.
5. **Health and Ergonomics:** Promoting practices that enhance physical and mental health, including ergonomic considerations to prevent workplace injuries and strains.
6. **Emergency Preparedness:** Establishing protocols for responding to emergencies such as fires, accidents, and medical incidents, with clear evacuation plans and first aid resources available.
7. **Continuous Improvement:** Engaging in ongoing evaluation and improvement of health and safety practices through feedback, audits, and training programs.

By upholding these standards, AAH PLASTICS and its suppliers prioritize the well-being of all individuals involved in our supply chain operations. Together, we ensure a culture of safety, compliance, and accountability that fosters a healthy and productive working environment.

## 6. Transparency

AAH PLASTICS is committed to a transparent and sustainable value chain. Suppliers must support AAH PLASTICS achieving supply chain traceability. The sharing of supply chain traceability data will enable full transparency across our shared value chains, underpinning effective risk management and resilience building for both AAH PLASTICS and our Suppliers.

This version of the AAH PLASTICS Suppliers Code of Conduct supersedes all earlier versions and associated documents and stands effective from 4<sup>th</sup> March 2024.