



CODE OF CONDUCT
BUSINESS PARTNERS COMPANY
NARZĘDZIA I URZĄDZENIA
WIERTNICZE GLINIK SP. Z O.O.



Part
of



Introductory word from the President of the Company

Narzędzia i Urządzenia Wiertnicze Glinik sp. z o.o.

in Gorlice

It is with great pleasure that I present the Code of Conduct for Narzędzia i Urządzenia Wiertnicze Glinik sp. z o.o. . This document delineates the principles and standards guiding our business operations in strict adherence to applicable laws, while upholding ethical behavior, integrity, and mutual respect for diversity.

We anticipate that our employees, business partners, and all other entities providing various services and performing tasks for our Company will comply with the provisions of this Code during their engagement with us. Failure to adhere to these provisions may result in the termination of the collaboration.

Any actions that contravene our Code of Conduct should be reported to the management. We have established appropriate procedures for reporting irregularities to streamline the process of notifying us of such issues.

Our Code of Conduct embodies our identity and the values we uphold in our business operations. Therefore, I trust that all individuals will conduct themselves in accordance with this Code, thereby contributing to the sustainable development of our Company, which we all aspire to take pride in.

Yours sincerely



Grzegorz Sidor

Chief Executive Officer

INTRODUCTION

*As the **Narzędzia i Urządzenia Wiertnicze Glinik sp. z o.o.** we conduct our business with integrity, in accordance with applicable laws and regulations, adhering to high ethical, social and environmental standards and by providing appropriate working conditions we strive to positively impact the lives of our employees, their families and the local community in which we operate.*

Recognizing the important role that our business partners play in creating the success of our Company, we strive to do business with individuals and organizations that provide us with services, raw materials, active ingredients, components and finished products, as well as any other products for our Company, while sharing our commitment to ethical standards and acting responsibly towards society and the environment, based on mutual respect and trust.

*Promoting the above standards, which we are firmly committed to upholding, we have developed this "Code of Conduct for Business Partners of the **Narzędzia i Urządzenia Wiertnicze Glinik sp. z o.o.** to define specific expectations for our business partners and help them understand what ethical and quality standards they must meet and adhere to in order to build lasting, mutually beneficial business relationships with our Company.*

These rules are an integral part of contractual obligations and cooperation with our business partners. The requirements and principles in question should apply to the activities of suppliers and other entities they use to fulfill contracts and agreements with our Company.

These policies are not intended to replace any applicable legal or regulatory requirements or contractual obligations in dealing with our Company - nor are they intended to conflict with such requirements.

We invite you to join us in challenging, developing and achieving your business goals while maintaining integrity, ethics and respect for others. This Code is an expression of our commitment to creating a better, fairer and more sustainable business world that should benefit us today and for generations to come.

As a Company, we hereby pledge to adhere to the following principles that shape our conduct, influence the reality around us, and support the creation of long-term value for our businesses.

Community activities

Social norms provide the foundation for honest and ethical business partners, helping to build trust both inside and outside the organization, as well as contributing to social and economic sustainability.

Social justice and human rights

Our business partners should provide fair and equal employment conditions for all their employees, without discrimination based on race, gender, age, sexual orientation, religion or national origin. We expect our business partners to respect and uphold human rights throughout the value chain.

Child labor

The prohibition on child labor is a fundamental part of our commitment to ethical business practices and respect for human rights. Violation of this prohibition may lead to immediate termination of business contracts and other consequences in accordance with applicable laws. Business partners agree to absolutely prohibit the employment of children in their business operations. Only persons who have reached the minimum age for employment, as defined by the laws of the country of employment, may be employed. Business partners are also obliged to prohibit and act immediately to eliminate all forms of child labor that are illegal and against social norms.

Employee rights

Business partners should respect and honor fundamental labor rights, such as the right to freedom of employment, freedom of association, safe working conditions and a fair wage and social benefits, as well as regulations related to working hours, breaks and vacation. Our business partners are also obliged to oppose any form of forced labor. They should also actively take steps to create a work environment free from any form of discrimination, bullying or other types of inappropriate behavior.

Safety and health

Business partners should take care to ensure safe and hygienic working conditions and the provision of appropriate personal protective equipment to protect employees from the risk of accidents and occupational diseases, as well as comply with all applicable regulations on employee safety taking into account the specific industry in which they operate.

Social responsibility

Business partners should actively participate in the communities in which they operate. This can include supporting both global and local social and educational initiatives aimed at improving the quality of life.

Sustainability

We encourage our business partners to think and act sustainably over the long term, minimizing the negative impact on local communities and the organization's employees.

Responsibility in the supply chain

Business partners should exercise due diligence in monitoring and evaluating the ethical conduct of their own suppliers and contractors.

Organizational culture

Our business partners should promote an organizational culture based on ethics, respect for human rights and sustainability among their employees, contractors, suppliers and other stakeholder groups.

Climate and environmental action

Including climate action in the code of conduct is an important step in promoting environmental responsibility and sustainability in business relationships.

CO2 Reduction

Business partners should actively work to reduce greenhouse gas emissions from their production and delivery processes. This includes investing in greener technologies, optimizing processes, and monitoring and reporting emissions.

Sustainable energy sources

Business partners should promote the use of sustainable energy sources, such as renewable energy, within their operations, and encourage investment in such green solutions.

Energy efficiency

Our business partners should take steps to increase the energy efficiency of their operations. This can include upgrading equipment, implementing cost savings and minimizing energy waste.

Environmental awareness

We expect our business partners to actively promote environmental awareness among their employees and other stakeholder groups by organizing training and information campaigns on the topic of climate change and taking action to combat it.

Eco-innovations

Our business partners should encourage green innovation in their products and services. Support the development of more environmentally friendly products and encourage the recycling and reuse of materials.

Reporting and measuring progress

Business partners should strive to regularly report on their climate action and monitor progress toward environmental goals.

Water resources

Our business partners should take measures to reduce water consumption, both in production processes and current consumption, and further commit to using water resources in a conscientious and responsible manner.

Integrity and transparency measures

Integrity and transparency are the foundation for building long-term and sustainable business relationships. Business partners who adhere to these principles help create partnerships based on mutual trust, which brings benefits to both parties, such as business stability, customer loyalty and the ability to respond to changes in the market environment.

Compliance with laws and regulations

Our business partners are required to comply with all applicable laws and regulations, both locally, nationally and internationally. In addition, our business partners should have appropriate mechanisms and procedures in place to ensure transparency and lawful operations.

Avoiding conflicts of interest

We expect our business partners to proactively identify and avoid situations where conflicts of interest may arise between their business activities and the interests of other entities or individuals. If such a conflict is identified, business partners are required to take immediate steps to resolve it.

Channels for reporting violations

Business partners should establish clear channels for reporting ethical violations or practices that are inconsistent with applicable laws. These channels should be accessible to all employees and business partners, and reports should be treated confidentially and without retaliation against those making the report.

Fair play in competition

We expect our business partners to respect the rules of competition, while not engaging in activities that violate antitrust laws. In their cooperation, they will respect trade secrets and confidential information without taking unfair advantage of them.

Anti-Corruption

Our business partners are committed to zero tolerance towards all forms of corruption. They should implement effective procedures and mechanisms to prevent corruption in their organization, such as employee training, whistleblowing procedures, and monitoring activities to detect suspicious behavior.

Conflict minerals

We expect our business partners to exercise due diligence in determining the source and origin of the minerals that are used in their products. This assessment is to confirm that they have not been obtained as a result of armed activities, and that the funds spent to acquire them are not used to finance groups of an armed nature.

Anti-Money Laundering

Our business partners are required to strictly comply with anti-money laundering laws and regulations in the country in which they operate and in accordance with international anti-money laundering regulations.

Risk management

Business partners are committed to regularly assessing and managing the risks associated with their operational activities. In this context, risks related to ethical aspects and transparency, such as the risk of corruption or regulatory violations, should be given special consideration. Actions to minimize these risks should be prioritized.

Corrective measures

If violations are confirmed, business partners should take appropriate actions to remedy the damage, resolve the problem and prevent further violations. Corrective actions should also include analyzing and improving procedures, controls and preventive mechanisms so that there are no repeat violations in the future. Business partners agree to cooperate with **NARZĘDZIA I URZĄDZENIA WIERTNICZE GLINIK SP. Z O.O.** to resolve situations that may affect the joint business relationship.

Reporting violations

We encourage all business partners, their employees and those associated with them to report any suspected or suspected violations of this Code of Conduct.

In this way, the impact of such violations can be reduced and prevented in the future.

We urge our business partners to set up their own systems for reporting violations. We also require our business partners to inform their employees and subcontractors about the possibility of making whistleblowing reports.

Inspections and audits

The **NARZĘDZIA I URZĄDZENIA WIERTNICZE GLINIK SP. Z O.O.** establishing individual business relations with the supplier, asserts the right to take appropriate actions to verify that the provisions of this Code of Conduct are respected. Business partners undertake to cooperate in any necessary inspections. We undertake to agree in advance with the business partner on the scope, date and location of such inspections.

Our business partners should themselves conduct regular audits and assessments of their operational activities to make sure they are complying with the laws and regulations and the principles and values set forth in this Code.

Consequences of violation

Failure to comply with the obligations set forth in this code of conduct amounts to a violation of the principles of cooperation and may undermine the mutual business relationship. We expect the business partner to notify the Company in a timely manner and provide information on the actions taken to remedy the violation, as well as to avoid similar violations in the future.

If the business partner fails to comply with the above obligations or fails to make appropriate corrections in a timely manner, as well as if the violation of the Code of Conduct is severe, we reserve the right to immediately terminate the cooperation. Depending on the type of agreement forming the basis of cooperation with a given business partner, the right referred to in the preceding sentence will be tantamount to the right of the **NARZĘDZIA I URZĄDZENIA WIERTNICZE GLINIK SP. Z O.O.**, to submit a statement of termination of the agreement with immediate effect, or a statement of withdrawal from the agreement, whereby the period for exercising the right of withdrawal will be 90 days from the moment the grounds for withdrawal are ascertained.