

Supplier Code of Conduct

TELE-FONIKA Kable

TELE-FONIKA KABLE S.A.

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TELE-FONIKA Kable S.A., 32-400 Myślenice, ul. Hipolita Cegielskiego 1, entered into the Register of Companies kept by the District Court for Kraków-Śródmieście in Kraków, XII Commercial Division of the National Court Register under No. KRS: 0000491666. REGON: 270543582.
NIP: 626-000-43-86, Share Capital: 922 993 350 PLN (paid in full).

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The Supplier Code of Conduct defines the general principles of ethics and the sustainable development directions adopted by TELE-FONIKA Kable, which apply to suppliers of goods and services and their employees during collaboration. The purpose of these guidelines is to ensure that TELE-FONIKA Kable collaborates with suppliers who share the appropriate approach to conducting business relationships, strive for sustainable development and introduce solutions and values consistent with this Code, which constitutes a significant criterion in the qualification and assessment of potential suppliers.

1. Compliance with the Law

It is the obligation of every supplier of TELE-FONIKA Kable to comply with the applicable legal regulations and provisions of this document, as well as the principles outlined in the TELE-FONIKA Kable Anti-Corruption Policy available at [link](#). In situations where the Supplier Code of Conduct sets requirements broader than those in the law, suppliers should adhere to the provisions of this document. Social Responsibility is an important element of TELE-FONIKA Kable's operational strategy. The Company conducts its business activities while upholding the highest ethical

standards, based on a value system rooted in stability, honesty, responsibility and innovation.

2. Concern for the Natural Environment and Climate Change Mitigation

TELE-FONIKA Kable, as one of the global leaders in the cable and wire manufacturing sector and a proven supplier of cable systems to various sectors such as telecommunications, energy, electronics, shipbuilding and mining, identifies and minimizes the impact of its activities on the natural environment and climate.

From our suppliers, we expect adherence to the following principles:

- conducting of activities with respect for the environment and natural resources, in accordance with the regulations applicable in the countries where they operate;
- taking actions aimed at countering climate change (in line with the Paris Agreement and the European Green Deal) by monitoring the carbon footprint based on the Greenhouse Gas Protocol definitions for Scope 1 and 2 emissions – and if possible, also for Scope 3 emissions – as well as planning actions to minimize the carbon footprint (<https://ghgprotocol.org/>);

- taking actions towards a circular economy, which includes minimizing water consumption, the use of depletable resources and the type and quantity of generated waste (and the methods of dealing with it), as well as seeking innovative solutions in this area.

Furthermore, for suppliers of tin and mica (and products containing them), which are considered conflict minerals and high-risk minerals, we expect them to establish the source of their origin, including but not limited to mines, smelters and refineries and to provide declarations regarding this matter. Suppliers of these aforementioned minerals should be aware that, in line with TELE-FONIKA Kable's responsible mineral sourcing policy, the Company does not use raw materials sourced from conflict-affected regions and high-risk areas in its products.

3. Human Rights

Respecting human rights and diversity is of fundamental importance in the operations of TELE-FONIKA Kable. From our suppliers, we expect compliance with:

- the Universal Declaration of Human Rights;
- the 10 principles of the UN Global Compact;
- UN guidelines on business and human rights;
- OECD guidelines for multinational enterprises.

This includes:

- providing a healthy and safe workplace in accordance with safety and health regulations, internal regulations and requirements, while making every effort to minimize accidents, injuries and health risks;
- operating within the legal framework concerning wages, working hours, overtime and other work-related benefits;
- respecting the workers' right to associate, including forming or joining trade unions;
- ensuring equal opportunities, especially in recruitment, training, skill development, performance evaluation, access to promotions and benefits and wage levels;
- incorporating the views of internal and external stakeholders and engaging in dialogue with their representatives;
- respecting the rights of indigenous populations in areas where operations are conducted;
- establishing a mechanism for filing and addressing complaints from employees and stakeholders and refraining from retaliatory actions.

TELE-FONIKA Kable works against discrimination in its business activities. In particular, it does not accept:

- any form of forced labor, human trafficking or modern slavery;
- child labor for those who have not reached the legal working age according to local laws and individuals under the age of 18

in positions involving hazardous work as per the International Labour Organization's convention;

- any form of discrimination or harassment based on age, gender, origin, skin color, religion, political views, health status, gender identity, sexual orientation, family or financial situation, or other factors;
- any form of harassment, exploitation, abuse and violence according to the definitions used in the country where operations are conducted;
- conflicts of interest or corruption.

4. Verification

TELE-FONIKA Kable reserves the right to monitor supplier compliance with the provisions of this Supplier Code of Conduct and conduct verification processes. The primary tools for assessing suppliers' compliance with this Code include the documents they provide, publicly available sources and special questionnaires or audits conducted by TELE-FONIKA Kable or an external auditing firm with appropriate qualifications.

Each supplier is required to cooperate with TELE-FONIKA Kable representatives in this scope, meaning they should provide the necessary information as part of the questionnaires or audits.

5. Consequences of Supplier Code of Conduct Violations

Suppliers are obliged to report any violations of the provisions of this document and effectively address them within an agreed-upon timeframe without exposing TELE-FONIKA Kable to additional costs.

Violations of the Supplier Code of Conduct can negatively affect the business relationship between the supplier and TELE-FONIKA Kable. Potential consequences may include contract termination or suspension of collaboration. The provisions regarding verification and audits do not exempt suppliers from responsibilities or obligations in the discussed area nor do they limit them in any way.

6. Responsible Supply Chain

Every supplier of TELE-FONIKA Kable is required to demand compliance with the principles outlined in this document from its own suppliers and verify the supply chain accordingly.

7. Supplier Commitment

Every supplier collaborating with TELE-FONIKA Kable declares conformity with the documents referenced in the Code and adherence to the principles contained within it. Any instances of irregularities detected in the supply chain should be reported to the compliance officer of TELE-FONIKA Kable through the contact form available on the website: <https://www.tfkable.com/compliance.html> or:

- via phone to the TFKCompliance team: +48 12 652 52 52;
- via email to: compliance@tfkable.com;
- via mail to: TELE-FONIKA Kable, Hipolita Cegielskiego 1, 32-400 Myślenice, with the note „TFKCompliance.”

The Management Board of TELE-FONIKA Kable has approved and ensures that the Suppliers' Code is communicated, understandable, and applied, as well as available to interested parties.

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