

Supplier Code of Conduct

1. Purpose

PLAKOR CZECH s.r.o. (hereinafter referred to as "PCZ") strives to adapt to rapid paradigm shifts by implementing a sustainable supply chain. Therefore, we have prepared this Supplier Code of Ethics to establish an ethical and sustainable supply chain.

The Supplier Code of Ethics requires our suppliers, who provide goods and services to PCZ or otherwise enter into contracts with us (hereinafter referred to as "Suppliers"), to comply with laws and regulations applicable to business management (including but not limited to laws and regulations related to anti-corruption, sanctions, forced labor, safety/health, and fair trade). Additionally, they should adopt best practices concerning ethics, the environment, labor/humanitarian rights, safety/health, and business management systems.

Our Supplier Code of Ethics is based on the Global Automotive Sustainability Practical Guidelines from the Drive Sustainability initiative and refers to the Code of Conduct of the Responsible Business Alliance. It also considers current global legislative trends regarding human rights and environmental issues in supply chain management, such as the EU Corporate Sustainability Due Diligence Directive, as well as other laws and regulations related to ESG.

If any recommendations or requirements in this Supplier Code of Ethics conflict with the laws of the countries where the Suppliers operate, the laws of those countries take precedence over the content of this Code. This Supplier Code of Ethics may be updated and amended in the future to reflect the latest domestic and international developments in the industry.

2. Scope

All suppliers providing goods and services to PCZ or entering into contracts for any transactions with PCZ must comply with this Supplier Code of Ethics. Suppliers are required to ensure that other entities in the supply chain, including subcontractors and higher-tier suppliers, also adhere to the provisions of this Code.

3. Roles and Responsibilities of Suppliers

Suppliers of PCZ should consider the provisions of this Supplier Code of Ethics in their decision-making processes and operational business activities. PCZ and third parties authorized by PCZ may verify and audit, within legal limits, whether suppliers comply with the provisions of this Code. Based on audit and investigation results, PCZ may recommend that suppliers address identified risks. If such recommendations are received, suppliers must develop and implement measures to mitigate these risks.

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Compliance with this Supplier Code of Ethics may be considered a key criterion in supplier selection. Failure to make adequate efforts to correct any violations of this Code may result in the termination of business relations with PCZ.

4. Business Ethics

Transparency and Anti-Corruption

- Suppliers' executives and employees must uphold the highest standards of integrity and comply with the laws of the country in which they operate.
- Suppliers' executives and employees must not engage in bribery, extortion, embezzlement, or corruption by abusing their positions or gaining unfair advantages by exploiting weaknesses or deficiencies.
- Suppliers should establish internal systems to report and investigate suspicious transactions and ensure that whistleblowers are not unfairly penalized for reporting misconduct.
- Suppliers must not require recruitment fees or other costs related to job placement from employees.

Conflict of Interest

- Suppliers should make responsible decisions based on defined operational rules.
- Suppliers' executives and employees must not promise, offer, authorize, or provide anything that could lead to obtaining unauthorized or inappropriate benefits.

Fair Trade and Competition

- Suppliers must comply with applicable anti-corruption laws and standards in the countries where they operate.
- Suppliers must not disrupt fair competition through unfair business practices.
- Suppliers must make payments to their suppliers on time and must not arbitrarily change payment amounts.

Prevention of Unauthorized Parts

- Suppliers must not manufacture or use unauthorized raw materials or parts.
- Suppliers must conduct regular inspections to ensure that unauthorized materials are not present in their operations.

Compliance with Export Restrictions and Sanctions

- Suppliers must comply with applicable laws and international agreements regarding export restrictions and economic sanctions.

Information Protection

- Suppliers must not disclose trade secrets or client information without consent.

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Intellectual Property Protection

- Suppliers must respect the intellectual property rights of their business partners and ensure their protection.

Responsible Procurement Activities

- Suppliers should implement processes to monitor the origin of raw materials and minimize risks in the supply chain.

5. Environment

Establishment of Environmental Management Systems

- Suppliers should comply with applicable environmental laws and regulations in the countries where they operate and fully obtain and maintain all environmental permits and licenses required for their business.
- Suppliers should establish and operate an environmental management system designed to mitigate the environmental impact of their business, including governance structures, planning, procedures, and performance evaluations.

Energy Consumption and Greenhouse Gas Emissions Management

- Suppliers should establish a system to calculate their energy consumption and greenhouse gas emissions.
- Suppliers should strive to minimize energy consumption and greenhouse gas emissions.

Water Resource Management

- Suppliers should establish a system to calculate water consumption and wastewater discharge.
- Suppliers should strive to minimize water consumption and maximize wastewater treatment. They should manage pollution levels to comply with applicable legal standards or stricter internal standards.

Air Emissions Management

- Suppliers should establish a system to calculate emissions of air pollutants.
- Suppliers should use appropriate methods to reduce emissions of these pollutants. They should manage pollution levels to comply with applicable legal standards or stricter internal standards.

Recyclable Resource and Waste Management

- Suppliers should establish a system to calculate waste disposal.
- Suppliers should use appropriate methods to reduce the amount of waste destined for landfill or incineration. They should strive to increase the proportion of recycling and reuse of waste and recover raw materials and components.
- Suppliers should seek to minimize harmful residues generated from landfill or incineration activities, considering the entire product lifecycle.

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Chemical Management

- Suppliers should ensure the safe handling of chemicals during transportation, storage, use, and disposal. They should appropriately label or disclose necessary information to identify potential hazards.
- Suppliers should assess whether the raw materials, components, etc., they procure, manufacture, process, transport, store, or dispose of may increase the risk of hazardous chemical leaks and take appropriate measures to minimize such risks.

Animal Protection

- Suppliers should respect the five freedoms of animal welfare defined by the World Organization for Animal Health:
 1. Freedom from hunger and thirst
 2. Freedom from discomfort
 3. Freedom from pain, injury, and disease
 4. Freedom to express normal behavior
 5. Freedom from fear and distress

Biodiversity Protection and Anti-Deforestation Measures

- Suppliers should measure the impact and dependencies of their business on biodiversity and implement strategic and action plans to protect and restore biodiversity in local communities.
- Suppliers should establish procedures to control deforestation risks related to their business and prepare measures for actual or potential deforestation cases.

This policy shall take effect as of December 1, 2024.