

CODE OF CONDUCT FOR BUSINESS PARTNERS

CONTENTS

INTRODUCTION	4
I. FOR BUSINESS PARTNERS.....	6
A. HUMAN RIGHTS	6
B. WORKPLACE SAFETY.....	6
C. ENVIRONMENTAL AWARENESS.....	6
D. QUALITY OF PRODUCTS AND SERVICES.....	7
E. BUSINESS ETHICS.....	7
F. CONSEQUENCES FOR VIOLATION OF THE CODE PROVISIONS	8
II. APPLICATION OF THE CODE.....	9
CONTACT	10

INTRODUCTION

The Code of Conduct for Business Partners is a set of values and principles that HASCO Group Companies expect their Business Partners to comply with.

This document sets out clear and transparent principles regarding business ethics, respect for human rights, working conditions, environmental protection and transparency in business relations, which are consistent with the values and standards applicable in the HASCO Group.

This Code is an integral part of the Internal Regulations of the HASCO Group, setting directions for action based on the principles contained in the Code of Ethics and the Code of Good Business Practices applicable in the HASCO Group. These documents define the values and principles that guide the Employees and Associates of the HASCO Group in their daily work, as well as our standards of conduct in relations with Business Partners, customers, public authorities and the media.

The purpose of the Code is to promote sustainable development, fair competition and ensure an appropriate level of business relations at every stage of the supply chain.

This Code of Conduct for Business Partners applies to all Business Partners of the HASCO Group and is an integral part of every business relationship concluded between HASCO Group Companies and their Business Partners.

The definitions used in the document are in accordance with the HASCO Group Glossary of Definitions. The following definitions are introduced into this document:

BUSINESS PARTNER - an external entity with which the Company or the HASCO Group plans to establish or has established and maintains business relations based on a document defining the scope of cooperation, such as an agreement, order or invoice. Business Partners may be both natural persons (including those conducting business activity), legal persons and organizational units without legal personality.

Business Partners are therefore suppliers of goods or services to a given Company or the HASCO Group, as well as entities for which a given Company or the HASCO Group supplies goods or services.

I. FOR BUSINESS PARTNERS

A. HUMAN RIGHTS

- The Business Partner undertakes to comply with the national and/or international regulations applicable to it, in particular respecting acquired law and statutory law in relation to its employees and collaborators in the field of human rights and child labor. It does not recognize any illegal forms of employment or forced labor.
- The Business Partner does not accept any form of *mobbing*, discrimination and harassment, including sexual harassment, regardless of: race, nationality, gender, sexual orientation, disability, age, political or religious beliefs, membership in associations and other organizations.

B. WORKPLACE SAFETY

- The Business Partner undertakes to ensure safe and hygienic conditions at the workplace and to take actions in accordance with the generally applicable laws of the country in which it operates in order to minimize the risk of accidents at work.

C. ENVIRONMENTAL AWARENESS

- When using natural resources in its business activities, the Business Partner should strive to minimize the negative impact on the environment and the local environment by taking action in a responsible manner and in accordance with applicable laws.
- In the event that the Business Partner is required to use animals in the manufacturing processes of its products, it should consider their welfare as paramount and strive to improve their welfare by introducing possible changes to its practices, focusing on ethical and sustainable solutions that prioritize the dignity and needs of animals.

D. QUALITY OF PRODUCTS AND SERVICES

- The Business Partner strives to ensure the highest quality of the products and services offered by him and takes full responsibility for them. Considering their specificity, he undertakes that they undergo the required quality controls, tests and market verification before they reach the final recipient.

E. BUSINESS ETHICS

- The Business Partner does not accept any forms of corruption, bribery or other corrupt behavior.
- The Business Partner shall make every effort to ensure that its activities in relation to the HASCO Group are free from any forms or signs of a conflict of interest, and in a situation where it possesses information that could be contrary to the above, it is obliged to immediately and completely provide the HASCO Group Company/HASCO Group with all information that may confirm this fact.
- The Business Partner is obliged to secure and protect all types of information, with particular emphasis on confidential information of HASCO Group Companies, by taking the necessary measures to ensure the security of such information.
- The Business Partner is obliged to ensure the utmost diligence to ensure that the IT systems and tools used by it in its current activities come only from legal sources.
- The Business Partner ensures that the activities it conducts are conducted in accordance with the provisions of intellectual property law.
- The Business Partner is obliged to conduct business in accordance with applicable competition rules, avoiding any monopolistic practices.
- The Business Partner is obliged to respect national and international sanctions which it is obliged to comply with due to the area of its business activity, which involves resigning from all business activities with countries, entrepreneurs and individuals on which they have been imposed.

- The Business Partner shall take all possible measures to conduct its business in accordance with the principles of due diligence and with respect for the principles set out in this Code and shall take actions to identify and reduce negative environmental, social and corporate governance impacts throughout its supply chain.

F. CONSEQUENCES FOR VIOLATION OF THE CODE PROVISIONS

- In the event of a breach of the provisions of this Code, each of the HASCO Group Companies may take action against the Business Partner depending on the nature and gravity of the breach, the scope and terms of which should each time be indicated in the concluded agreements.
- The Business Partner should always submit to audits or other activities carried out by authorized representatives of the given HASCO Group Company / HASCO Group regarding verification and assessment of its compliance with the ethical, social and environmental standards described in this Code, if such activities are necessary and result from the nature of the concluded agreement.

II. APPLICATION OF THE CODE

Any situations of non-compliance and non-application of the provisions of this Code should be reported to the Compliance Management Division of PPF HASCO-LEK SA – Compliance Department, at the e-mail address: compliance@hasco-lek.pl.

Business Partners are also obliged to report any suspicions of violation or infringement of the law by HASCO Group Companies to the extent indicated in Art. 3.1 of the Act of 14 June 2024 on the protection of whistleblowers (Journal of Laws 2024, item 928, as amended).

You can submit your application to the following e-mail address:

PPF HASCO-LEK S.A. - sygnalista@hasco-lek.pl

VRATISLAVIA MEDICA SP. Z O.O. - sygnalista@hasco-lek.pl

PCF PROCEFAR SP. Z O. O. - sygnalista@procefarm.pl

HASTON CITY HOTEL SP. Z O.O. - sygnalista@haston.pl

Other HASCO Group Companies: - compliance@hasco-lek.pl

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Compliance Management Division

Compliance Department

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