

CODE OF CONDUCT

RESPONSIBLE BUSINESS ALLIANCE (RBA) OF SINTUR

SINTUR Limited Liability Company (hereinafter referred to as "SINTUR") has adopted and applies the [Responsible Business Alliance \(RBA\)](#) (version 7.0 - 2021), which sets standards to ensure safe working conditions and treat employees with respect and dignity and conducting business in an environmentally friendly manner.

SINTUR believes that by adopting and applying this RBA Code of Conduct (hereinafter referred to as the "Code") in its business activities, it can promote and maintain integrity in all areas of its business.

In accordance with the principles set out in this Code, SINTUR expects its suppliers to comply with this Code, sets standards for environmental protection, relations with society, ethical conduct, protection of data confidentiality, product quality and safety, employee health and safety and management system .

The Code defines the minimum requirements that all Suppliers cooperating with SINTUR should meet its provisions. Suppliers are required to submit to SINTUR's assessment of their compliance with this Code and to be willing to undergo inspections, including on-site inspections at the supplier's premises, by SINTUR representatives. In connection with monitoring visits, Suppliers should provide SINTUR representatives with appropriate access to documents confirming compliance with the Code. Violation of this Code by SINTUR's Suppliers may result in termination of cooperation.

This Code is effective and will be updated as new versions are published by the RBA.

Szadów Pański , 06.02 2023. President of the board - *Romualda Zajdel-Pawlak*

Vice-chairman of the board - *Ryszard Ścibior*