



Supplier Code of Conduct



NAJWYŻSZA JAKOŚĆ



WYSOKI KOMFORT



BEZPIECZEŃSTWO



DOŚWIADCZENIE

1. OBLIGATIONS OF SUPPLIERS

Intap Advanced Technology Spółka z Ograniczoną Odpowiedzialnością Spółka Komandytowa as a leader on European market in a field of car seats production strives to achieve the highest standards of business activity and is focused on continuous implementation of the most beneficial solutions. Our priority is to build ethics in business, care for occupational health and safety, respect human rights and focus on the needs of the local community. We firmly reject any forms of activities that are harmful to the environment or interfere with biodiversity. We emphasize the role of socially and ecologically responsible corporate governance.

We expect from our Suppliers, subcontractors, business partners and all entities that are involved in activities for the benefit of Intap to share the same ethical values and similar responsibility.

This Code of Conduct for Suppliers is the key element for cooperation with Suppliers, in which we emphasise the principles of responsible business and sustainable development. The choice of Suppliers is determined not only by the level of quality and competitiveness of products, but also by the values that the Supplier is guided by in running the business. This is a necessary condition for becoming an Intap Supplier.

We are deeply convinced that cooperation with entities that share the same values will be beneficial for us and our Suppliers as well as for our business and social environment.

2. OUR EXPECTACION FROM SUPPLIER

We cooperate with selected Suppliers who make maximal effort to meet higher market standards. We encourage them to continuous development and improvement of responsible business practices consistent with this Supplier Code of Conduct. We strive to cooperate only with Suppliers who identify with the values we declare. In addition, we expect them to oblige their employees, subcontractors and their own suppliers to comply with requirements and regulations that are comparable and no less stringent than those listed in this document.

3. GENERAL ROLES OF SUPPLIER CODE OF CONDUCT

3.1. Child labour

We strongly condemn all forms of child labour and do not accept the employment of persons under the age of 15 and require our Suppliers to apply the same principle in all their activities as well as throughout their supply chain. This does not apply if local law differs from this in accordance with Article 2, Paragraph 4 and Articles 4 to 8 of the International Labor Organization Convention No. 138 concerning the Minimum Age for Admission to Employment of 26 June 1973 (BGBl. 1976 II p. 201, 202).

We do not accept the employment of children in occupations that may be harmful to their health, safety or morals. We oppose the use of practices similar to slavery against children, such as child trafficking, debt bondage or any other form of forced or compulsory labour.

3.2. Forced labour and human trafficking

In Intap, we do not tolerate any form of forced labour or the activities that have the hallmarks of human trafficking. All work must be voluntary and performed without threat of punishment. Employees must be able to terminate their employment at any time. There is no consent to the use of corporal punishment, deprivation of liberty, taking away of any documents or using threats.

3.3. Working conditions

We provide employees with appropriate working conditions and expect the same from our Suppliers. We promote the idea of a balance between work and family life. Overtime work may only be incidental, dictated by extraordinary circumstances and appropriately compensated.

3.4. Occupational health and safety

The employer is obliged to provide a workplace in accordance with national and international standards, legal regulations and national policies of the countries in which the business is conducted. The performance of official duties must be safe for health and life.

The employer is obliged to create such conditions as to prevent the occurrence of accidents, injuries or occupational diseases.

3.5. Salary

The salaries must be set at a level that is at least equivalent to the minimum salary set by the applicable law in the country. The supplier must pay its employees a fair wage that allows the employee and their family to live a decent life.

3.6. Discrimination

In Intap, we emphasise the importance of respect for each person and expect the same approach from our Suppliers. We do not accept any form of discrimination based on gender, nationality, social origin, , disability, sexual orientation, religious denominations or any beliefs. Equality and inclusion are priority values for us.

3.7. Violence

We do not accept violence in any form. Harassment, intimidation, abuse, both physical, psychological and sexual, are not tolerated throughout the supply chain. We expect our Suppliers to provide a safe and healthy work environment with a high level of respect for human rights.

3.8. Anti-corruption policy

We strongly condemn corruption and bribery in all activities which are under our actual control. Our Suppliers cannot be involved in offering or accepting any financial or material gratifications, either indirectly, directly or through third parties. The prohibition of bribery applies absolutely.

3.9. Environment

We are aware that it is the responsibility of each business entity to prevent and reduce negative impacts on the climate and environment. As far as it is possible, we support pro-ecological initiatives, technologies and solutions. We strongly expect our Suppliers to comply

with all applicable local and international environmental law and regulations, as well as to take initiatives to minimise the negative impact of their activities on the environment.

3.10. Anti-Money Laundering and Combating the Financing Policy

The Supplier runs a business in accordance with applicable law in the field of prevention of money laundering and terrorist financing. Therefore, we expect the Supplier to make a best effort in reliable identification of the customer, its beneficial owner and representatives. Suppliers have to assess business relations with their business partners in terms of the risk of money laundering or terrorist financing and to avoid suspicious transactions. We require the utmost caution with regard to those who are reluctant to provide information.

3.11. Sourcing and use of raw materials

As an international company, we are responsible for reliable supply chain management. We require our Suppliers to be cautious in sourcing raw materials, in compliance with Regulation 2017/852 prohibiting the use and trade of mercury and mercury compounds, as well as the 2001 Stockholm Convention prohibiting the use of the chemicals listed therein. We emphasize the importance of taking ecological criteria into account in the process of sourcing raw materials. We expect rational management of natural resources and taking actions to limit their use.

3.12. Freedom of association

Freedom of association is considered to be one of the fundamental civil rights and freedoms guaranteed by Polish and international legal regulations. Our Suppliers must ensure that their employees have freedom of association, trade union membership and collective bargaining. Employees cannot suffer negative consequences due to the establishment or membership in such an organisation.

3.13. Personal data protection

The Supplier guarantees that all activities related to the collection, processing, storage or deletion of personal data are carried out in accordance with applicable law. Only the data necessary to achieve the purpose for which they were obtained are collected, and the period of their storage cannot exceed the necessary minimum. The Provider is obliged to ensure

the security of the collected data by implementing appropriate technical and organisational measures.

4. DISTRIBUTION AND IMPLEMENTATION OF SUPPLIER CODE OF CONDUCT

This *Supplier Code of Conduct* regulates Intap's relationship with Suppliers. We will only maintain business relationships with Suppliers who share the same code of values and respect the stipulations of this document. It is also available on the company's website at intap.com.pl, easily accessible to anyone who needs to familiarise themselves with it.

In the situation of non-compliance with the provisions of this Code, we expect the Supplier to take appropriate steps to correct the violation and prevent further infringements. In addition, we require Suppliers to identify potential hazards and take appropriate preventive measures. If the violation is suspected, the Supplier must immediately inform Intap of the identified irregularities and risks, as well as of the measures taken to secure the supply chain. We strongly emphasise that we will not tolerate any retaliation against whistleblowers.

In case of persistent violations or failure to take corrective or preventive actions by the Supplier, Intap reserves the right to terminate the business relationship with immediate effect. Supplier agrees that Intap may conduct audits annually or as needed to verify compliance with the Code at Supplier's facilities during normal business hours and with reasonable notice. We reserve the right to resume the business relationship only after the violation has been remedied.