



Fabryka Narzędzi Specjalnych

FERMOT S.A.

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Code of Conduct for FERMOT Business Partners

This Code of Conduct defines the principles and requirements FERMOT imposes on its Suppliers of goods and services and other business partners.

Compliance with the legal regulations

We base our requirements mainly on internationally agreed standards such as the Universal Declaration of Human Rights, The UN Convention on the Rights of the Child and applicable ILO Conventions, as well as national legislation.

Fair competition

- The Business Partner undertakes not to restrict free competition and not to infringe on national or international antitrust law rules.

Prohibition on corruption / granting benefits

- Prohibition on active or passive corruption/prohibition on granting benefits (e.g., gifts) to employees .
- The Business Partner undertakes that it shall not tolerate any form of active corruption (offering and granting benefits; bribery) or passive corruption (demanding and accepting benefits), nor shall it collude with such conduct in any manner whatsoever.

Respect and integrity

- The Business Partner hereby undertakes that it shall respect and comply with human rights as fundamental values on the basis of the European Convention for Human Rights and the UN



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Charter. In particular, this applies to prohibitions on child labor and forced labor, equal treatment of all employees, and the right of employee representation and collective bargaining.

- The Business Partner furthermore undertakes that it shall assume responsibility for the health and safety of its employees.

Supply Chain

Fermot's Code of Conduct applies only to our direct suppliers, other business partners and manufacturers of goods or services for Fermot and their downstream subcontractors.

However, we encourage our suppliers and other business partners to impose social and environmental requirements upstream in their supply chain.

Kazimierz Baka

President of the Company



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