

The background of the entire page is a close-up photograph of fresh green lettuce leaves. The leaves are vibrant green with visible veins and some water droplets on their surfaces. The lighting is bright, creating a natural and fresh atmosphere.

**Green
Holding**

SUPPLIER

CODE OF CONDUCT

GREEN HOLDING

GROUP

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I. INTRODUCTION

We want to build business partnerships with our Suppliers and Business Partners. Wherever we do business, we comply with applicable laws and regulations and ethical and moral standards.

Green Holding Group's Supplier Code of Conduct defines standards of conduct in the procurement process throughout the supply chain. It applies to companies from the Green Holding Group, hereinafter referred to as "Green Holding," i.e., entities controlled directly or indirectly by Mr Artur Rytel. The concept of control is to be understood as defined in Article 4(4) of the Law on Competition and Consumer Protection.

This Code is part of Green Holding's long-term policy on sustainability and innovation.

II. SCOPE AND TARGET GROUP

Acceptance and adherence to the principles presented in the Code are mandatory for all Suppliers and Business Partners. The written compliance forms the basis for establishing cooperation and represents the Supplier's commitment to act ethically and with integrity.

The Code of Principles focuses on areas that set the standard for our operations:

1. Human rights
2. Quality and safety at work
3. Sustainability
4. Ethics in operations (Legal compliance)

In return, Green Holding is committed to being an honest and reliable partner to its Suppliers.

1. HUMAN RIGHTS

Our Suppliers should ascribe great importance to protecting human rights and observing labor standards and conditions, particularly the principles contained in this Code.

CONDITIONS OF EMPLOYMENT

Our Suppliers must comply with all applicable labor standards and laws regarding employment. All persons performing work for the Supplier shall have legal employment under an employment contract or other basis permitted by the country's laws.

REMUNERATION

Our Suppliers must comply with the legal standards for minimum wages and fringe benefits in effect in the country. Wages should be paid in a regular and timely manner.

WORKING HOURS AND OVERTIME

Our Suppliers must observe a 40-hour work week. Any deviation from this rule should be permitted only to the extent provided by law. Any overtime should be voluntary and paid extra, and employees should be entitled to at least one day off per week.

FREEDOM OF ASSOCIATION

The Supplier should ensure that his employees can join unions of their choice, to associate, and have the right to negotiate collective bargain agreements.

CHILD LABOR

We strongly oppose all forms of child labor. We demand the same from our Suppliers. The minimum age for children's employment must not be less than 15 years of age.

FORCED LABOR

We do not tolerate any form of forced labor, i.e., labor performed against the employee's will, including forced prison labor and all modern forms of slavery. We require the same from our Suppliers.

DISCRIMINATION

The Supplier undertakes to provide a work environment free from all forms of inappropriate behavior, such as discrimination based on sex, gender, age, color, religion, disability, and sexual orientation.

2. QUALITY AND SAFETY AT WORK

Our Suppliers must take care of the health and safety of employed workers and provide a safe working environment.

SAFE WORKING ENVIRONMENT

The Supplier undertakes to provide a safe and non-hazardous work environment. Each employee should receive the necessary training to perform the work safely and receive appropriate personal protective equipment.

ACCIDENTS AT WORK

The Supplier should keep a record of near misses and accidents at work. In the event of such an incident, it must implement corrective actions.

INFRASTRUCTURE

The Supplier must provide a clean and sanitary working environment and access to toilets and drinking water according to the needs and number of employees.

3. SUSTAINABLE DEVELOPMENT

Environmental protection and sustainability are essential to us and form the basis of our operations. Therefore, we oblige our Suppliers to join us in minimizing the negative environmental impact.

QUALITY and SAFETY OF PRODUCTS

The services, products, or components supplied shall conform to our specifications. At the same time, all products, components, raw materials, and packaging in contact with food must meet food safety and quality requirements.

PACKAGING

The supplier should minimize the environmental impact of packaging by avoiding over-packaging of products and limiting the use of non-recyclable or non-recovery materials.

CARBON FOOTPRINT

Green Holding's overarching goal is to minimize our negative impact on the environment, thereby reducing our carbon footprint. We require the same from our Suppliers.

REDUCING WATER CONSUMPTION

Green Holding has committed to reducing water consumption in its sustainability strategy. Therefore, our Suppliers should take steps in this direction. Above all, all necessary measures should be applied to protect groundwater.

CHEMICALS

Our goal is to provide products that are safe for health. Our Suppliers comply with the regulations when using chemicals, while maintaining due diligence in caring for the natural environment and the safety of people using the chemicals.

4. ETHICS IN BUSINESS

Business ethics is of paramount importance to us. We follow applicable laws and the highest ethical standards wherever we conduct business activities. We expect the same from our Suppliers.

COMPLIANCE WITH THE LAW

Our Suppliers must comply with the laws and regulations of their respective countries.

ANTI-CORRUPTION AND ANTI-BRIBERY

Our Suppliers must not offer or accept bribes to unfairly influence third parties' decisions, especially public authorities.

INTELLECTUAL PROPERTY

Our Suppliers must respect intellectual property and may only use it after securing the rights to use it.

III. AUDITS

Green Holding reserves the right to audit Suppliers on the environment, labor laws, and ethical standards, including labor laws and labor quality and safety, to confirm that the Supplier complies with the principles presented in this Code. The audit may be conducted on-site or remotely before and during the cooperation.

Green Holding Group's Supplier Code of Conduct defines the basis of the principles for the new direction company's actions, that together with other procedures, defines ethical and moral principles that we follow in our daily operation. It was prepared to support us in making the right choices and show directions in our operations.



Green Holding