

CODE OF CONDUCT FOR MALOW SUPPLIERS

Dear Sirs,

At Malow, we have been focusing on the production and development of modern solutions in the field of metal furniture for years. Our many years of experience and passion make us constantly strive for excellence - we want to deliver the highest quality products to customers in Poland and around the world.

Our position as a leader in the industry means more than just international market recognition and the highest quality of products. It also means building transparent rules of operation, which are known to all our employees, customers and business partners. That is why we have based our activities on three basic values: Trust, Responsibility and Safety.

These values constitute the foundation of our ESG strategy, in which we focus on:

- A green company - constantly searching for environmentally friendly solutions,
- A responsible organization - caring for the well-being of employees and the environment,
- A credible business partnership - acting ethically and transparently.

Our commitments to these values are described in the Supplier Code of Conduct. It is a guide in everyday cooperation and sets standards expected from all members of our team and external partners. Thanks to it, we are sure that together we strive for the best practices and the highest ethical standards. Sometimes this means giving up on some business opportunities if they do not meet our requirements. However, this approach allows us to act responsibly and with respect for people and the environment.

I encourage you to familiarize yourself with the Supplier Code of Conduct and follow the principles contained therein - both in your everyday decisions and as part of your long-term development. Thanks to this, we are strengthening Malow's position as a solid and trusted leader in the metal furniture industry.

Best regards

President of the Management Board of Malow

A handwritten signature in blue ink, reading "Roman Kalety".

1. General assumptions

Malow Limited Liability Company (hereinafter referred to as the 'Company') conducts business in a responsible manner, in accordance with the principles of business ethics, with respect for human rights and with care for environmental protection and sustainable use of resources throughout the supply chain.

The Company expects its suppliers to conduct their business activities in accordance with the provisions of international, EU and relevant national law, as well as with internal regulations (both the Company and the supplier).

2. Human rights

The basis for cooperation with each supplier is respecting the human rights of all employees and treating them with dignity and respect.

Within the scope of the conducted business activities, the employment of minors, the use of employees for forced labour and any form of discrimination are excluded.

Suppliers are obliged to provide employees with safe and hygienic working conditions, fair remuneration and fair employment conditions. They should also respect the freedom of association and the right to defend their own interests.

3. Business ethics and anti-corruption policy

The Company expects that suppliers will conduct business in an ethical and transparent manner, in accordance with the provisions of generally applicable law.

- Suppliers undertake to completely avoid all forms of corruption, extortion, embezzlement, falsification of documents, fraud and bribery.
- They also undertake to maintain fair competition in the advertising, sale or distribution of goods and products and to avoid conflicts of interest in relations with Malow and other entities on the market.

- An important and necessary element of cooperation is the obligation to maintain confidentiality in the scope of commercial, technological and organizational information entrusted as part of cooperation with Malow.
- All use of technology and know-how should be carried out with respect for intellectual property rights and applicable license agreements.
- Purchases and sales must be conducted with the highest standards of integrity and impartiality. The suppliers and their employees are required to refrain from offering, accepting, or requesting any personal or material benefits that could influence the independence and objectivity of the decision-making process. It is strictly prohibited to accept gifts, gratuities, or other forms of financial or personal benefits from the suppliers.

4. Environmental protection

The Company strives to meet environmental requirements and standards consistent with EU regulations throughout the supply chain. In particular, it plans to achieve zero net greenhouse gas emissions by 2050, in accordance with the goals of the Paris Agreement.

- Suppliers, to the extent of their capabilities and the scale of their operations, strive to minimize their impact on the environment, in particular through rational resource management (energy, water, raw materials), emission reduction and care for proper waste management.
- They are also expected to actively cooperate in the reporting of environmental effects, including providing data on the carbon footprint or information enabling its calculation.

5. Compliance with the Code of Conduct

Suppliers, to the extent of their capabilities and the scale of their operations, are required to implement organizational solutions that will ensure compliance with generally applicable laws and this Code. These solutions should enable monitoring of working conditions, environmental protection and ethical standards, adequate to the nature and profile of the supplier's activity.

In the event of finding or suspecting a violation of this Code, suppliers should immediately inform the Company by sending a report to the following e-mail address: esg@malow.com.pl. Then, in agreement with the Company, they are required to implement appropriate preventive and corrective measures.

The Company reserves the right to suspend or terminate cooperation with suppliers who do not comply with the provisions of this Code or do not take effective corrective actions.

6. Updates and availability of the Code

This Supplier Code of Conduct is dynamic and is constantly updated to best suit the situation of Malow and its suppliers. The latest version of the Code is available to suppliers online (on the Company's website).