

**CODE OF CONDUCT FOR
BUSINESS PARTNERS**



AMICA GROUP

INTRODUCTION

Amica Group is a leading European manufacturer of home appliances with over 70 years of experience. We are committed to conducting our business in an ethical, legal and socially responsible manner and we expect similar principles of conduct from our Business Partners. Furthermore, in Amica Group we strives to continuously improve the sustainability of our operations and products and encourage our Business Partners to participate in this effort by adopting sustainable practices in their operations. This Code of Conduct sets out standards of the conduct for our Business Partners regarding issues related to compliance with laws and regulations, corruption and bribery, social and working conditions, labor rights, and environmental issues. We care for cooperation with Business Partners who respect human rights and employee rights, provide safe and dignified working conditions, and conduct their activities with respect for the natural environment and the interests of the local community.

COMPLIANCE WITH LAWS AND REGULATIONS

Our Business Partners shall comply with all applicable national and international laws and regulations, including the International Labor Organization (the "ILO") and the United Nations' Universal Declaration of Human Rights, industry standards, and all other relevant statutory requirements whichever requirements impose the highest standards of conduct.

DOING BUSINESS WITH INTEGRITY

Our Business Partners shall conduct their business in accordance with the highest ethical standards. They have to comply with all applicable laws and regulations concerning corruption, bribery, fraud and unfair and prohibited business practices.

Preventing fraud and irregularities

In Amica Group are taken all possible organizational, personnel and technical measures to prevent the creation of an environment conducive to cases of fraud and irregularities. Amica Group does not accept any form of corruption. Employees cannot accept or give gifts or gratuities that could exert undue impact on the recipient's decision. Employees make all professional decisions based on the welfare of the Amica Group. Employees are required to keep restraint in building personal relationships with Our Business Partners.



SOCIAL AND WORKING CONDITIONS

Our Business Partners shall recognize and be committed to upholding the human rights of their employees and treat them with dignity and respect as understood by the international community. Our Partners shall respect the following standards:

Freely Chosen Employment

The use of forced, bonded or indentured labor or involuntary prison labor is strictly prohibited. Employment is always voluntary.

No Child Labor

Our Business Partners must not, under any circumstances, use child labor as defined by ILO and United Nations Convention and/or national law, whichever is more stringent.

Compensation

Our Business Partners have to comply with all applicable laws, regulations and industry standards concerning wages and benefits. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families. Deductions from wages as a disciplinary measure shall not be permitted; unless authorized by applicable law, deductions from wages shall not be permitted without the express permission of the worker concerned.

Working Hours

Our Business Partners shall comply with all applicable laws, regulations and industry standards on working hours. Unless applicable laws, regulations or industry standards are more restrictive, the maximum working hours in a week should not, on a regular basis, exceed 48 hours and the maximum allowable overtime hours in a week should not exceed 12 hours. Overtime should be on a voluntary basis. Employees shall be provided with at least one day off for every 7 day period.

No Discrimination, mobbing and violence

Our Business Partners shall strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of race, religion, age, nationality, color, gender, sexual orientation, physical ability, health condition, political opinion, creed or other basis prohibited by law. Our Business Partners shall pursuing a policy of equal opportunities and treatment in the field of employment and occupation, in order to eliminate any discrimination in this regard. Our Business Partners shall not tolerate harassment, including sexual harassment and threats, physical and psychological violence, punishments and persecution of employees.



Freedom of Association and Collective Bargaining

Our Business Partners have to respect the rights of employees to form and join trade unions and bargain collectively. The employer shall not hinder, dominate or control such organizations. Employees shall not be discriminated against on the basis of membership in such organizations.

Working Conditions, Health and Safety

Our Business Partners shall provide their employees with a safe and healthy workplace in compliance with all applicable laws, regulations and industry standards.

Our Business Partners shall provide their employees with adequate working facilities which, at a minimum, shall ensure reasonable access to potable drinking water and sanitary facilities; fire safety; access to emergency medical care; and adequate heating, lighting and ventilation.

Our Business Partners prevent accidents and damage to health resulting from work performed, related to work or occurring in the work process and shall regularly train employees in the area of occupational health and safety and provide appropriate protective clothing. Our Business Partners shall monitor the impact of working conditions on employees, identify occupational disease risks undertake actions aimed at protecting the health of employees.

ENVIRONMENT

Our Business Partners recognize that environmental responsibility is integral to producing high quality products. Our Business Partners shall comply with all applicable environmental laws, regulations and industry standards, such as requirements regarding industrial wastewater treatment and discharge, air emission controls, recycling, chemical and waste management and disposal, environmental permits and environmental reporting.

Furthermore, our Business Partners shall comply with any additional environmental requirements specific to the products or services being provided to Group Amica such as: design and product specifications and contract documents. Our Business Partners have to implement and maintain effective environmental policies to meet these requirements. Our Business Partners are obliged to make all efforts to improve environmental protection standards and norms in their operations.

INFORMATION SECURITY

Amica attaches importance to issues related to information security, in particular, commercial secret, the disclosure of which could be harmful to any Company from the Amica Group. Our Business Partners are obliged to treat the information provided by Amica Group with the highest standards. This means that the information must not be passed on or made available to third parties, and must be protected

against unauthorized use, especially from gaining access to it from the outside. Confidential information may only be disclosed when required by law or when it has remained its approved for business reasons. Our Business Partners are obliged to comply with the provisions regarding the processing of personal data. All personal data provided by Amica Group, in particular the data of our employees and associates, will be properly secured by Our Business Partner. This applies in particular to the IT systems used, which should guarantee appropriate cybersecurity protection.

COMMUNICATIONS AND IMPLEMENTATION

Our Business Partners must effectively communicate to all their employees the content of this Code and undertake actions necessary and appropriate to assure its implementation. Also, Our Business Partners have to establish a documented system to ensure that all of their agents, subcontractors and suppliers comply with the requirements of this Code.

MONITORING/RECORD KEEPING

Our Business Partners shall maintain documentation appropriate to demonstrate adherence to the Code, both for its own operations as well as those of their agents, subcontractors and suppliers. Our Business Partners shall provide Amica Group with access to such documentation and other information demonstrating adherence to this Code upon Amica Group request.

INTERNAL ASSESSMENTS AND POTENTIAL IMPACTS ON BUSINESS RELATIONSHIP

Our Business Partners have to conduct regular internal assessments to assure their compliance with the Code. Amica Group reserves the right to conduct (or have its designee conduct) unannounced inspections of Our Business Partners and their facilities to verify compliance with the Code. In addition to any other contractual rights of Our Business Partner failure to adhere to the Code may result in ending the cooperation.

DEVELOPMENT OF THE CODE

In Amica Group we will review this Code on a regular basis and will introduce revisions where necessary or appropriate. We will notify our Business Partners of any important changes but our Business Partners will always find the newest version of the Code on Amica Group Web page <https://www.amica.pl/> and <https://amica-group.com/corporate-responsibility>

Any violations of the Code of Conduct should be reported to:
compliance@amica.com.pl

We will take all notifications seriously and with full discretion.