SUPPLIER CODE

APER SOLUTION Sp. z o.o.

Łódź, 23 January 2025

Aper Solution Sp. z o.o. operates in accordance with the principles of social responsibility, business ethics and sustainable development. In our relations with suppliers, we are guided by transparency, honesty and mutual respect.

This **Supplier Code** sets out our expectations of our business partners and forms the basis for responsible cooperation. These principles cover areas related to compliance with the law, ethical business conduct, respect for human rights, environmental protection and information security.

We expect all suppliers and their subcontractors to apply the standards contained in this Code in their daily activities.

Mission

Our mission is to provide our customers with services related to the design and construction of safe and ergonomic energy and electrical installations.
We believe that humans can obtain the energy necessary for life on Earth in a natural way and in accordance with the laws of nature, without significantly exploiting our planet's resources. That is why our installations are safe for the environment, and the work we do and the materials we use do not affect the nature around us.
The Aper Solution brand is a reliable partner that ensures the highest standards of cooperation with customers and investors at every stage of implementation. We know that good communication is the foundation for the implementation of entrusted projects.

Vision

As an expert on the Polish market, we strive for even greater brand recognition in the energy and electrical services market. We focus on continuous development. Every day is another experience for us, thanks to which we continue to improve. Knowledge, determination, commitment and hard work have made us a leading company in Poland in the field of energy and electrical installations.

The **Aper Solution** brand combines expert knowledge and the commitment of the entire team. Innovation and the highest safety standards are our strength. We offer our business partners our experience and expertise. We advise at every stage of the project and each time we work with the customer to develop tailor-made solutions. An approach based on long-term business relationships is one of the strongest pillars of the company, and the energy to act is in our blood.

Our values

Commitment
The Aper Solution team is made up of people who share common values. We are characterised by commitment, determination, tenacity and a constant desire to acquire knowledge. Our team is a group of people striving for mutual success for the benefit of our business partners. The power is within us!
Innovation
The search for new solutions, drawing on experience and readiness for technological change guarantee that Aper Solution's services are of the highest quality. The company's development goes hand in hand with technological developments in the energy and electrical industries. Through the automation of processes and services, we shorten order fulfilment times, tailoring them to the needs of our customers. We are full of energy for innovative action!
Development
Continuous development and a desire to acquire knowledge are the foundations of the Aper Solution brand. A strong team means a strong brand. We base our competitive advantage on improving the qualifications of everyone in the company. The company is made up of ambitious, highly educated people with extensive practical knowledge. That is why we are proud to invest in new technologies that support management. We take on new challenges with energy and commitment!
Communication
At Aper Solution, everything is based on transparent access to information. We always find time for conversation, as it is the basis for effective communication. For us, dialogue means respect and loyalty towards our employees and business partners.
Trust
A company worth recommending is the slogan that guides the Aper Solution brand. Every customer is important to us. This business approach translates into recommendations and mutual trust. We give investors the assurance that our services will be performed reliably and on time. A strong company also means good leadership. The Aper Solution team is made up of people who believe in the development of the brand, constantly improve their skills and work with determination. All this to ensure that customer satisfaction comes first.

We expect the following from our suppliers:

1. **Compliance with the law and ethical standards**
   - ➢ Suppliers undertake to comply with all applicable national and international laws.
   - ➢ Corrupt practices, bribery, money laundering and anti-competitive activities are prohibited.
   - ➢ All business decisions must be made in a fair and transparent manner.

2. **Environmental protection**
   - ➢ Suppliers should conduct their business in an environmentally responsible manner, minimising their negative impact on the climate and natural resources.
   - ➢ The application of circular economy principles (reduce, reuse, recycle) is recommended.
   - ➢ Efforts should be made to reduce greenhouse gas emissions and reduce the consumption of energy, water and raw materials.
   - ➢ Cooperation with Aper Solution requires compliance with all applicable environmental standards and regulations.

2. Human rights and working conditions

- ➢ The employment of children and the use of forced labour are prohibited.
- ➢ Employment must be voluntary and comply with applicable laws.
- ➢ Suppliers are obliged to ensure safe, hygienic and fair working conditions.
- ➢ Employees should have access to fair remuneration, understandable terms of employment and reasonable working hours.
- ➢ All employees have the right to freedom of association and collective bargaining.
- ➢ Any form of discrimination and inhumane treatment is prohibited.

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4. Safety and quality of products/services

- ➢ Suppliers are required to provide products and services that comply with applicable quality and safety standards.
- ➢ We expect the implementation of quality management systems and regular monitoring of the compliance of products and services with legal and industry requirements.

5. Information security

- ➢ Suppliers undertake to ensure the highest standards of information protection, including personal data and confidential business information.
- ➢ The implementation of security procedures in accordance with legal regulations and best practices in the field of cybersecurity is required.
- ➢ Confidential information obtained in the course of cooperation may only be used for the purposes of performing contracts and projects with Aper Solution.

6. Supply chain and due diligence

- ➢ We expect suppliers to promote and enforce the principles of this Code throughout their supply chain.
- ➢ Due diligence in the areas of human rights, ethical standards and environmental protection is also required of subcontractors and business partners.

7. Supporting local communities

- ➢ Suppliers are encouraged to take actions that support the development of local communities, including investments in education, culture, health and charitable initiatives.

The **Aper Solution** Supplier Code forms the basis for responsible cooperation with our partners. We expect all Suppliers and Subcontractors to comply with the principles set out herein, treating them as a common foundation for ethical and sustainable business.
Compliance with this Code is a prerequisite for cooperation with Aper Solution Sp. z o.o.