



PRESSGLASS

GROUP



SUPPLIER CODE OF CONDUCT

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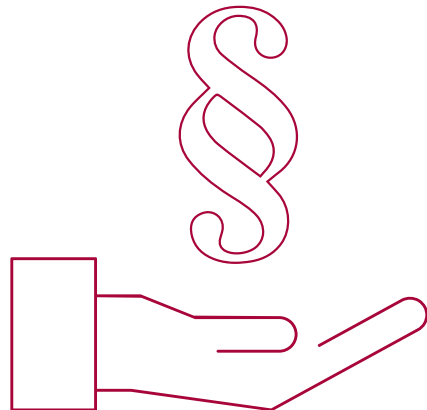
This Code of Conduct sets out the principles and standards we expect our Suppliers to follow. The Code applies to all companies operating within Press Glass Holding SA.

1. INTRODUCTION

We are building a modern and dynamic global organization that contributes to the development of its Business Partners by giving the products, services and solutions it offers new and better features and values. We are creating increasingly valuable workplaces.

We strive to cooperate with Partners who share our commitment to environmental protection, promotion of social justice, and maintaining high management standards. This Supplier Code is applicable to suppliers of goods and services, as well as their employees, during their collaboration with Press Glass under the agreement. The Group, which we

collectively refer to as „suppliers“, includes suppliers, subcontractors, service providers, professional service providers, advisors, intermediaries and agents. As a supplier, you must ensure that the practices and policies described in the Press Glass Supplier Code are communicated throughout your supply chain.



2. ACTING IN ACCORDANCE WITH LAW AND REGULATIONS

Our goal is to act with integrity and transparency in every aspect of our business. We strictly comply with the Labour Code, applicable laws, regulations and standards of the countries where we operate. We adhere to and respect the principles upon which our business partners operate. We also expect them to obey the law.

FROM OUR SUPPLIERS,
WE REQUIRE COMPLIANCE
WITH THE LAW
AND REGULATIONS

Suppliers must adhere to all applicable laws, regulations, and industry standards in the countries where they operate. This includes labour, health and safety, environmental protection and anti-corruption laws.



3. RESPECT FOR HUMAN RIGHTS AND SAFETY AT WORK

Our focus is on the growth of our employees, improving their integration, and fostering a welcoming atmosphere.

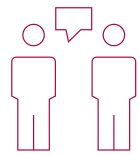
It fills us with pride to play a part in levelling the playing field and establishing meaningful employment opportunities. We support our employees by enhancing their qualifications, providing development programs, and offering the opportunity to participate in internal recruitment.

We create modern, secure, friendly workplaces, which is confirmed not only by our Code of Ethics, but also by our Anti-Bullying Policy, Quality Code, Training Policy and Health and Safety Policy.

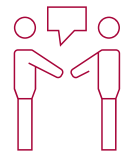
Caring for the working conditions and health of our employees is of particular importance to us. Our efforts include all necessary measures aimed at ensuring and continuously improving safe and hygienic working conditions. One of the most important tasks in this area is to limit occupational hazards and prevent accidents at work. Press Glass provides regular health and safety training. Every day we monitor the production process, identify threats,

and assess compliance with internal standards and legal requirements. We are constantly testing new Personal Protective Equipment solutions to enhance worker safety. We take full responsibility for ensuring proper working conditions.

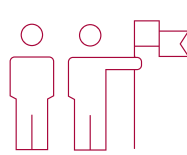
OUR VALUES



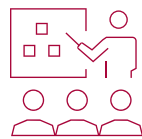
RESPECT



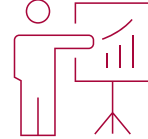
HONESTY



TRUST



DISCIPLINE



COMMITMENT

FROM OUR SUPPLIERS, WE DEMAND ASSURANCE OF FAIR WORKING CONDITIONS AND RESPECT FOR HUMAN RIGHTS.

- » It is prohibited for suppliers to employ any form of forced labour, whether it is related to debts or compulsory employment.
- » Suppliers may not employ workers below the minimum legal working age in their countries or below the age of completion of compulsory education.
- » Suppliers must respect the right of employees to freely associate, establish and join trade unions, and engage in collective bargaining.
- » Suppliers must ensure equal opportunities for all individuals and prohibit discrimination based on race, skin colour, gender, religion, age, disability, sexual orientation, or any other protected status.
- » The supplier guarantees the creation of safe and hygienic working conditions by implementing appropriate health and safety procedures. The provider implements measures to prevent accidents, injuries, and illnesses among its employees by introducing best practices and effective solutions.



4. NEUTRALIZING THE IMPACT ON THE ENVIRONMENT

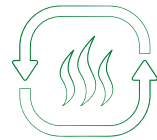
Press Glass adheres to strict environmental regulations, striving to minimize emissions of pollutants and harmful substances. The company, aware of the ongoing climate changes, has been implementing measures to reduce its impact on the environment for many years.

We are a processor of finished raw material – glass, which means that our emissions from scopes 1 and 2 (direct and indirect emissions) are significantly smaller than those from scope 3 (other indirect emissions generated in the value chain). In order to reduce direct emissions, we are constantly upgrading our machinery and transportation fleet. We also conduct constant monitoring and ongoing control of both semi-finished products ordered from our Suppliers and finished products manufactured by Press Glass. We have adopted a „zero waste to landfill” policy. We adhere to the principle that all waste is a potential secondary raw material.

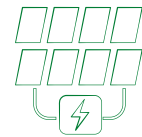
We constantly invest in innovative technologies to increase energy efficiency throughout our manufacturing operations. By optimizing the parameters of our machines and production lines, we reduce energy consumption and lower greenhouse gas emissions. Our top priority is responsible water management, aiming to minimize water consumption and protect this precious resource.



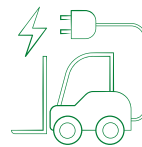
IMPLEMENTATION OF THE CIRCULAR ECONOMY STRATEGY



RECOVERY OF HEAT ENERGY GENERATED BY TEMPERING FURNACES



INSTALLATION OF RENEWABLE ENERGY SOURCES ON THE PREMISES OF THE PLANTS

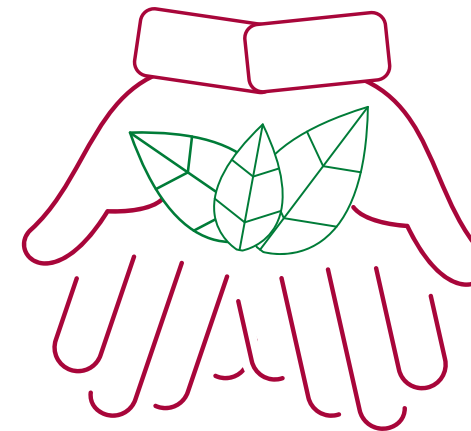


ELECTRIC FORKLIFTS AND ELECTRIC VEHICLES

FROM OUR SUPPLIERS, WE EXPECT SUSTAINABLE ENVIRONMENTAL MANAGEMENT.

Suppliers must demonstrate commitment to sustainable environmental management through:

- » Compliance with applicable environmental protection regulations.
- » Implementing measures to save energy, minimize waste and reduce greenhouse gas emissions.
- » Promoting recycling and the circular economy.
- » Strive to eliminate the hazardous substances used.



5. BUSINESS ETHICS

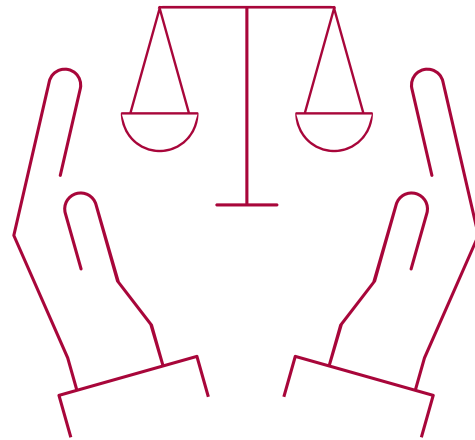
Our cooperation is based on partnership, ethics, honesty and compliance with the law, as these actions enable us to create a trustworthy environment for our business partners. We guarantee the transparency of meetings, as well as the transparency and legality of the agreements we sign together, and fully comply with the provisions of these agreements.

At PRESS GLASS, we strictly adhere to the applicable laws on fair, free competition and trade in every area of our business.

At Press Glass companies, we have established Codes of Conduct, the enforcement of which is overseen by an independently elected Ethics Committee. Each of our employees has the duty and responsibility to report behaviour that violates the Code. Employees are encouraged to react, i.e. speak up and raise any doubts regarding the principles of conduct described in our Code of Ethics. Each employee has the right and duty to do so.

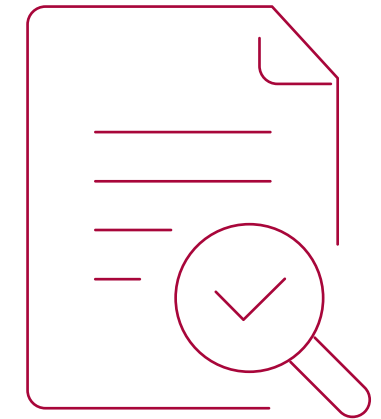
Corrupt activities are behaviors that lead to business decisions that are unethical, biased, and inconsistent with fair competition, which is why we do not engage in such activities. We do not offer any

business commitments in return for any financial, material, or other advantages that could be seen as acts of corruption.



WE REQUIRE OUR SUPPLIERS TO ENGAGE IN ACTIVITIES RELATED TO BUSINESS ETHICS AND ANTI-CORRUPTION MEASURES.

- » Suppliers agree to conduct business in accordance with the principles of honesty, truthfulness and transparency.
- » Bribes and corruption in any form, including facilitation payments, are strictly prohibited.
- » Suppliers must put in place appropriate measures to prevent conflicts of interest and ensure fair competition.



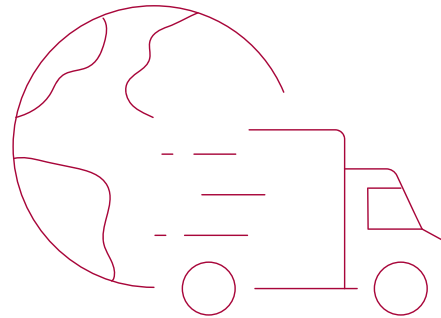
6. SUSTAINABLE SUPPLY CHAIN

We take responsibility as a participant in the supply chain. All employees of the company are responsible for the quality of products, the quality of customer service, and the impact on the natural environment.

Our products are adapted to the requirements of European standards and North American country-specific regulations, as well as individual arrangements with Recipients. The entire European product range meets the requirements of CE and UKCA labelling, and the American range complies with ASTM guidelines. All Press Glass plants are covered by the integrated ISO 9001 quality management system.

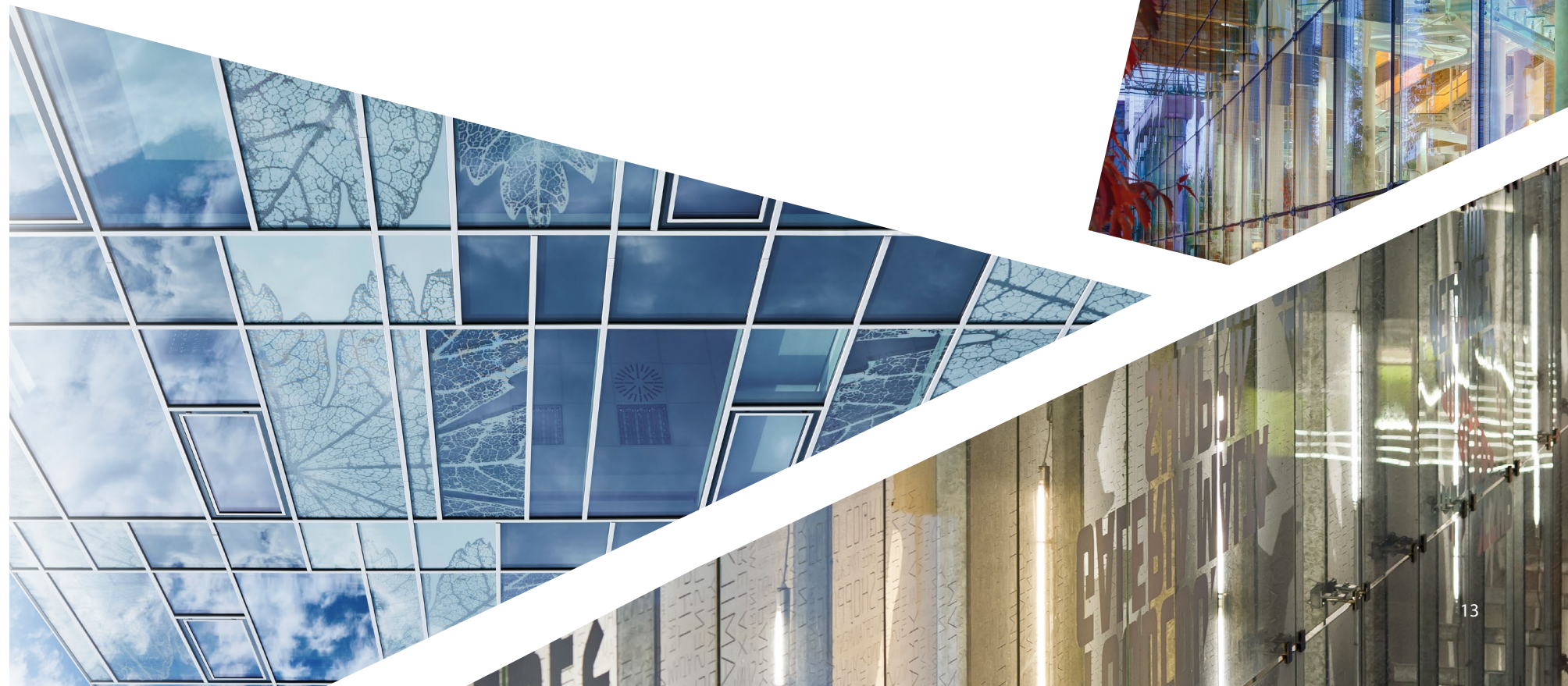
The company's management commits to conducting consistent activities in accordance with the Quality and Environmental Policy, improving the Integrated Management System of Press Glass, streamlining production costs and waste management, and providing resources for the functioning of the system.

As a glass processor, we work with established suppliers of base glass, components and machinery.



FROM OUR SUPPLIERS, WE REQUIRE RESPONSIBILITY IN THE SUPPLY CHAIN.

- » Suppliers are expected to ensure that their subcontractors adhere to the principles set forth in this Supplier Code of Conduct.
- » Suppliers must keep accurate records and be able to provide information on the origin of their products or components to ensure compliance with applicable laws and regulations.



7. REPORTING VIOLATIONS AND CONCERNS

We take responsibility for our actions, which is why we have established an Ethics Commission that verifies any irregularities arising from our business operations. Each of our employees has the duty and responsibility to report behaviour that violates our Code of Conduct.

VIOLATIONS OF OUR CODE OF CONDUCT MAY BE REPORTED BY:

- » Our business partners via the contact form <https://www.pressglass.com/code-of-conduct/>.
- » Employees employed in Press Glass Holding SA companies. Employees have the opportunity to report violations via a dedicated e-mail, clearly indicated in the publicly available Code of Conduct of a given company.
- » Discussion with an immediate superior/higher-level supervisor or an employee from the Human Resources department) as well as through the contact form on the website <https://www.pressglass.com/code-of-conduct/>.

WE ENSURE ANONYMITY AND CONFIDENTIALITY WITH REGARD TO REPORTED VIOLATIONS AND CONCERNS.



FROM OUR SUPPLIERS, WE REQUIRE TRANSPARENCY AND COMPLIANCE IN ACTIONS AND REPORTING.

- » Suppliers must establish mechanisms for employees to report any concerns about ethics, employment practices, environmental impact or other violations of this Code.
- » Press Glass reserves the right to conduct audits or inspections to verify compliance with this Code of Conduct for suppliers. Suppliers are obliged to fully cooperate within such audits.

FAILURE TO COMPLY WITH THE OBLIGATIONS SET FORTH IN THIS SUPPLIER CODE OF CONDUCT MAY RESULT IN TERMINATION OF YOUR COOPERATION WITH PRESS GLASS.



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