



# SUPPLIER CODE OF SOSNOWSKI SP. Z O. O. SP. K.

1. Introduction
2. Corporate Social Responsibility (CSR) requirements for all suppliers
3. Code Violations, Reporting and Review

## 1. INTRODUCTION

SOSNOWSKI SP. Z O. O. SP. K. complies with the highest legal, ethical and moral standards set out in the Group's Code of Business Conduct\*. Business Ethics and Corporate Social Responsibility (CSR) are at the forefront of all our business relationships, including with our direct and indirect suppliers, whom we consider key stakeholders to the success of our business. It is therefore no surprise that our purchasing requirements are very high; We expect our suppliers to share our desire to be the best, to be innovative, efficient and quality driven.

First, we only select suppliers who, like us, consistently follow good practices in ethical business conduct and who meet our standards regarding human rights, health and safety and environmental protection. This Supplier Code ("Code") sets out these Corporate Social Responsibility (CSR) requirements and how we aim to ensure that suppliers comply with them. In return, we endeavour to be a reliable and honest partner, firmly believing that relationships built on these key values of trust and honesty will be lasting and beneficial to all.

## 2. CORPORATE SOCIAL RESPONSIBILITY (CSR) REQUIREMENTS FOR ALL SUPPLIERS

Suppliers must comply with all applicable laws relating to human rights, health and safety at work, environmental protection and the prevention and fight against corruption and bribery (including the UK Bribery Act and the US Foreign Corrupt Practices Act, where applicable). Suppliers must also comply with the Good Ethical Business Practices set out in the Code of Business Conduct (page 11), in particular the requirements relating to:

1. Support and respect the protection of human rights in the areas they influence.
2. Respect for the principle of freedom of assembly and effective recognition of workers' right to collective agreements.
3. Prohibition of all forms of forced labor and child labor.
4. Support for the principle of equal opportunities in the recruitment and selection of employees.
5. Compliance with at least all applicable health and safety regulations and continuous improvement to achieve compliance with industry best practice.
6. Compliance with at least all applicable environmental protection regulations and a proactive approach to challenges in this area.
7. Compliance with all applicable anti-bribery and corruption regulations in contacts with CRH.

Where appropriate and practicable, the above requirements will be incorporated into new and renewed supply contracts; such agreements may also contain additional provisions and refer to other specific provisions, as appropriate.

### ADDITIONAL ASSURANCE PROCEDURES COMPLIANCE REQUIREMENTS CODE

#### Higher risk suppliers

Suppliers deemed to have a higher potential Corporate Social Responsibility (CSR) risk due to the value of their contracts with Sosnowski, the location of their source of supply or another risk factor may be required to certify compliance with the requirements of this Code and complete a Corporate Social





Responsibility (CSR) self-assessment questionnaire ). They may also be asked to agree to additional assessments, on-site inspections or a full Corporate Social Responsibility (CSR) audit. Should the results of these activities be satisfactory, the supplier may be engaged under a standard contract containing the aforementioned Corporate Social Responsibility (CSR) conditions. If the requirements are not met, it will be necessary to implement, within an agreed deadline, a corrective action plan and monitor progress. Failure to do so will result in the supplier being unable to continue cooperation with Sosnowski. In such a situation, we will provide assistance to the supplier to the greatest extent reasonably practical.

#### Other suppliers

All other suppliers are expected to act in accordance with the principles set out in this Code. In the case of key suppliers, we also expect them to apply similar requirements to their supply chain and to carefully verify compliance with them by the suppliers they work with. Key suppliers may be asked to demonstrate this and to agree to carry out additional assessments, on-site inspections or a full Corporate Social Responsibility (CSR) audit to ensure the required level of compliance with applicable standards.

### 3. CODE VIOLATIONS, REPORTING VIOLATIONS AND REVIEW

Please note that Sosnowski may terminate a supplier who violates the requirements of this Code or, when asked to do so, refuses to participate in the implementation of a corrective action plan. Furthermore, Sosnowski will exclude from all tender processes suppliers who do not comply with high ethical and Corporate Social Responsibility (CSR) standards or violate applicable law.

Only by upholding the highest ethical and Corporate Social Responsibility (CSR) standards will we be able to protect our excellent reputation and ensure our shared, continued success. We will continually monitor the operation of this Code and make further improvements where we believe they may result in even better practice.

We look forward to working with you and working together in an ethical and responsible supply chain.

