

SUSTAINABLE DEVELOPMENT POLICY FOR SUPPLIERS ZM SILESIA SA

dated 12 March 2026

Compliance by Suppliers with human rights, safe and worker-friendly working conditions, and other aspects of corporate responsibility constitutes one of the key criteria used by ZM SILESIA SA when selecting Suppliers.

ZM SILESIA SA pursues a sustainable procurement policy, in particular by:

- building relationships with suppliers based on mutual cooperation, trust and fairness,
- rejecting suppliers who manufacture products where it is known that human rights have been violated, bribery has occurred, unethical conduct has been committed, or a negative environmental impact has been caused during production,
- selecting suppliers that ensure the required quality of purchased material while at the same time caring for the natural environment, good labor standards and business ethics throughout the supply chain,
- supporting suppliers so that, in their operations, they follow the principles of this Policy.

We make every effort to ensure that our Suppliers are guided in these matters by values and standards of conduct similar to ours, as described in detail in the ZM SILESIA SA Code of Ethics available at: www.silesiasa.pl.

ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY

ZM SILESIA SA encourages its Suppliers to apply good practices in responsible business conduct, in particular by:

- implementing safe and hygienic working practices based on the conventions of the International Labour Organization (ILO) and ISO 45001 or other recognized standards, while complying with the laws in force in the country where they operate;
- continuously improving environmental protection in relation to products and services by monitoring and improving key environmental performance indicators;
- carrying out environmental protection activities in accordance with ISO 14001 or equivalent standards appropriate to the nature of the business conducted.

Suppliers undertake to ensure occupational safety and employee health protection, in particular by:

- complying with regulations and standards concerning occupational safety, health and hygiene in the workplace,
- providing all employees with working conditions that meet safety standards, including access to appropriate personal protective equipment,
- providing health and safety training and information on the risks associated with the work performed,
- monitoring and identifying potential hazards and implementing preventive and corrective actions,
- reporting incidents and conducting investigations to clarify causes and prevent accidents and occupational diseases.

Suppliers undertake, in particular, to use their best efforts to:

- minimize emissions into the air that pose a threat to the environment and human health, including greenhouse gas emissions, and to minimize the CO₂e emissions indicator,
- reduce the amount of waste generated and achieve the highest possible recovery and recycling rates,
- reduce the use of natural resources, particularly by using recycled or recovered materials,
- reduce water consumption and protect water quality,
- ensure adequate protection against the risk of soil contamination,

- ensure an increasing share of energy from renewable sources in all business processes, including at their own suppliers (elimination of energy from fossil fuels – decarbonization),
- ensure appropriate and responsible management of chemicals and waste,
- reduce noise emissions into the natural environment,
- care for biodiversity and afforestation.

HUMAN RIGHTS

ZM SILESIA SA expects its Suppliers to respect human rights and comply with applicable national and international laws, in particular in accordance with:

- the UN Guiding Principles on Business and Human Rights (UNGPR),
- the OECD Guidelines for Multinational Enterprises,
- the UN Universal Declaration of Human Rights.

Suppliers are in particular obliged to:

- ensure equal treatment and non-discrimination regardless of gender, age, origin, religion, sexual orientation or disability,
- ensure safe and hygienic working conditions,
- ensure fair remuneration in line with the law and market standards,
- prohibit forced labor and child labor,
- respect employees' right to freedom of association, trade union freedom and social dialogue,
- comply with regulations on working time and rest periods,
- exercise responsibility and due diligence in the supply chain and require the application of similar standards in their own supply chain,
- apply a zero-tolerance principle for human rights violations.

RESPONSIBLE SOURCING OF RAW MATERIALS

ZM SILESIA SA requires its Suppliers to ensure transparency and responsibility with regard to the origin of raw materials. In particular:

- to comply with the principles of responsible sourcing of raw materials, including following the guidelines of The Copper Mark standard and Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas;

- to ensure full compliance with the REACH Regulation (EC No 1907/2006), including, among other things, the identification, registration and safe management of chemical substances used in supplied products, in particular substances of very high concern (SVHC);
- to exercise due diligence in the supply chain in order to ensure that raw materials originate from legal sources, that their production or extraction does not finance armed conflicts, and that they meet high environmental and social standards.

BUSINESS ETHICS

Conducting business in accordance with ethical principles such as:

- preventing corruption, extortion and bribery,
- preventing unfair competition and cartel arrangements,
- avoiding conflicts of interest,
- ensuring the financial stability of the enterprise and responsibility with regard to undertaken commitments and investments,
- ensuring fair remuneration and other benefits that provide an adequate standard of living for employees and their families,
- complying with rules concerning working time,
- recruiting employees in an ethical manner,
- ensuring women and men have the right to equal treatment with regard to recruitment, employment, remuneration and promotion, vocational training and working conditions,
- ensuring privacy and protection of personal data,
- complying with export restrictions and economic sanctions,
- not infringing third-party intellectual property rights and not counterfeiting the products of other entities,
- enabling the exercise of the right to freedom of assembly and collective disputes,
- eliminating discrimination in the workplace on grounds of gender, race, religion, age, disability, sexual orientation, nationality, political views or social origin,
- fostering and protecting the diversity and culture of employees while at the same time equalizing their opportunities in the workplace and promoting teamwork among all employees,
- not tolerating any form of forced or slave labor or child labor,
- avoiding the use of materials and methods that endanger the environment or human health if appropriate alternative solutions exist,

- conducting business in compliance with applicable legal regulations concerning respect for national and international law regarding land, forests and water,
- ensuring that the rights of indigenous peoples and local communities are respected, promoted and protected throughout the supply chain in accordance with the UN Declaration on the Rights of Indigenous Peoples,
- controlling the use of force and counteracting violence by persons authorized to protect the supplier's property, with particular care for women and children,
- ensuring appropriate living conditions for animals and professional care for them within the scope of business operations..

DATA PROTECTION

Suppliers should properly protect all information, especially information received from the Client. Data must be managed according to its classification. Suppliers should ensure that sensitive data is appropriately collected, processed, stored and deleted, and should also oblige their employees to maintain the confidentiality of trade secrets. Confidential content may not be published, transferred to third parties or made available in any other form without the required consent.

We also expect our Suppliers to act in accordance with the UN Universal Declaration of Human Rights, as well as to implement a procedure for reporting any violations and irregularities relating to the principles described in this Policy..

The Supplier should ensure that persons reporting irregularities regarding compliance with these principles do not suffer any negative consequences as a result.

Suppliers are obliged to pass this Policy on within the supply chain.

This Sustainable Development Policy for Suppliers replaces the previous Sustainable Development Policy for Suppliers introduced by Order No. 15/2025 of the President of the Management Board – General Director of ZM SILESIA Spółka Akcyjna dated 29 October 2025.

This Sustainable Development Policy for Suppliers enters into force on 12 March 2026 pursuant to Order No. 2/2026 of the President of the Management Board – General Director of ZM SILESIA Spółka Akcyjna dated 12 March 2026.

President of the Management Board – General Director

Damian Siwica