

# TECHNICA NOVA BALTICA

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People who create energy.

## CODE OF COOPERATION WITH SUPPLIERS

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## **1. Introduction**

At Technica Nova Baltica, we operate responsibly – ethically, socially and environmentally. We believe that the quality of cooperation depends not only on services and products, but also on the attitudes we adopt towards people, the planet and the principles of fair business conduct.

Therefore, we expect our suppliers, subcontractors and business partners to comply with basic standards that support human rights, safe working conditions, respect for the environment and transparency in business relations.

## **2. Scope of application and supplier commitment**

The Code applies to all companies and individuals working with Technica Nova Baltica. We require that every company accepting an order or signing a contract with TNB:

- familiarise itself with this document,
- commit to complying with it,
- communicate these principles to its subcontractors, if they are involved in the provision of services or supplies to TNB.

## **3. Principles of cooperation**

### **1. Respect for human rights and working conditions**

- **Prohibition of child labour, forced labour and human trafficking**

Cooperation with TNB excludes any form of child labour (below the age permitted by Polish law) and forced labour, including slave labour or labour related to human trafficking.

- **Decent and safe working conditions**

We expect transparent terms of cooperation, timely settlement of accounts, respect for working time and compliance with health and safety rules.

- **Freedom of association**

We respect the right of our partners to organise and express their opinions. We expect our partners not to restrict this right either.

- **Equal treatment and non-discrimination**

Any form of discrimination, harassment, bullying or unequal treatment is unacceptable, both in terms of remuneration and the manner of cooperation.

## 2. Environmental protection

- **Reducing emissions and resource consumption**

Suppliers should strive to reduce their consumption of energy, fuel, and materials. We encourage the sensible use of resources and the reduction of emissions, especially greenhouse gases.

- **Pollution prevention and biodiversity protection**

Activities related to cooperation with TNB should not lead to environmental degradation or water, soil, or air pollution. We pay particular attention to nature conservation, especially in coastal and marine environments.

## 3. Integrity and transparency

- **Reporting violations and protecting whistleblowers**

We expect our partners to enable anonymous reporting of ethical violations or irregularities, e.g., through a dedicated email address or other secure channels. Whistleblowers must not suffer any negative consequences as a result.

- **Transparency of operations and communication**

Cooperation with TNB should be based on the honest exchange of information, reliable documentation, transparency of findings, and respect for confidentiality where required.

## 4. Monitoring and consequences of non-compliance

We expect our partners to act in accordance with this Code and to be prepared to confirm this at our request, e.g., by means of a statement or contractual provision.

In the event of serious violations, we reserve the right to: request an explanation, recommend corrective measures, and, if necessary, terminate the cooperation.