

# Code of conduct for Business Partners

ILEP S.A. is committed to cooperating only with suppliers who share the principles of sustainability, ethics, and respect for human rights.

Our suppliers are required to comply with at least the following:

## ENVIRONMENT

- ✓ Compliance with REACH, RoHS and other environmental regulations
- ✓ Reduction of greenhouse gas emissions (Scope 1 & 2)
- ✓ Waste management according to the hierarchy (prevention – reuse – recycling)
- ✓ Avoidance of the use of conflict minerals (3TG + Cobalt) from high-risk areas

## LABOUR & HUMAN RIGHTS

- ✓ Prohibition of child & forced labor
- ✓ Fair wages & legal working hours
- ✓ Safe & healthy working environment
- ✓ Zero tolerance for discrimination, harassment & coercion

## ETHICS & BUSINESS INTEGRITY

- ✓ Prohibition of bribery, corruption & conflicts of interest
- ✓ Protection of confidential information & intellectual property
- ✓ Transparency & accuracy in invoices & certificates

## PROCEDURES

- ✓ Suppliers must allow inspections / audits (or provide equivalent third-party results)
- ✓ Timely reporting of serious non-compliance incidents

Failure to comply may lead to corrective actions, up to and including termination of cooperation.

ILEP S.A  
Management

## BUSINESS PARTNER ACCEPTANCE OF CODE

The undersigned, on behalf of the company, acknowledges that I have read and understood the terms and conditions of the Business Partner Code of Conduct and confirms that the company complies with and is committed to adhering to the Code.

Company name: \_\_\_\_\_

Stamp

Name and title of signatory: \_\_\_\_\_

Signature \_\_\_\_\_ Date: \_\_\_\_\_

Validity of the Code of Conduct

ILEP S.A. reserves the right to make reasonable amendments to this Business Partner Code of Conduct due to changes in the company's Code of Business Conduct or due to developments in regulatory requirements. Business Partners will be informed of such changes and are expected to comply with them.