

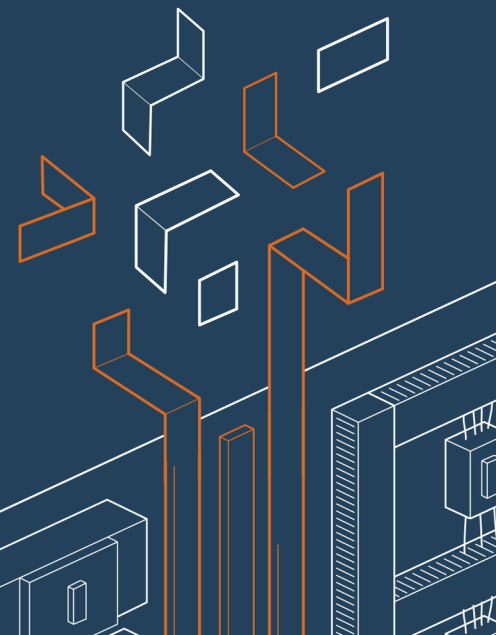
SUSTAINABLE PROCUREMENT POLICY

As part of its commitment to responsible business practices, Electris focuses on four key pillars of sustainable development: economy, organization, environment, and society.

PURPOSE OF THE POLICY

The purpose of this policy is to define the principles of procurement in a manner that supports sustainable development, contributes to environmental protection, respects human rights, and promotes responsible economic practices.

This policy is aligned with the company's overall sustainability strategy and other internal documents, such as the Business Code of Conduct and the Supplier Code of Conduct.



SCOPE OF APPLICATION

This policy applies to all departments within the organization involved in the procurement of goods, services, and investments, regardless of value. It covers both everyday purchases and strategic, long-term supplier partnerships.

PRINCIPLES OF SUSTAINABLE PROCUREMENT

1

ETHICS AND LEGAL COMPLIANCE

Zero tolerance for corruption, price fixing, and unfair competition;
full compliance with applicable laws and ethical standards.

2

RESPECT FOR HUMAN RIGHTS

Elimination of forced and child labor;
promotion of diversity and decent working conditions.

3

OCCUPATIONAL HEALTH & SAFETY

Ensuring safe working environments throughout the supply chain.

5

TRANSPARENCY & SOCIAL RESPONSIBILITY

Support for local suppliers and SMEs; integrity and openness in procurement processes.

4

ENVIRONMENTAL PROTECTION

Preference for energy-efficient, low-carbon, and recyclable products; compliance with environmental regulations.

6

INFORMATION PROTECTION

Safeguarding confidential data and respecting intellectual property rights.

7

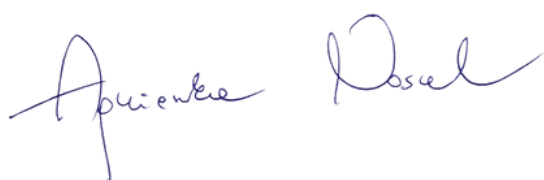
SUPPLIER EVALUATION & DEVELOPMENT

Qualification based on ethical, environmental, and legal criteria; obtaining declarations/certifications, conducting audits, implementing corrective actions; fostering collaborative partnerships and supporting the advancement of sustainability standards.

IMPLEMENTATION AND ACCOUNTABILITY

The Head of Procurement is responsible for the implementation of this policy. Employees involved in the procurement process will receive appropriate training regarding its principles. The Procurement Department is committed to continuous collaboration with suppliers to help elevate their standards in alignment with this policy.

On behalf of the Electris Board



Białka, 20.03.2025 r.

