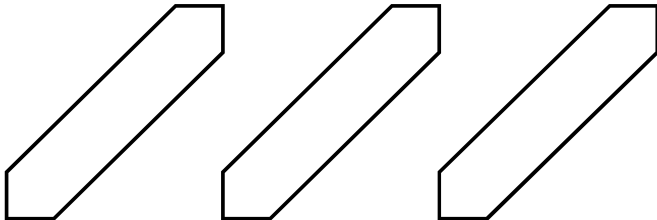


Exact x Forestall

CODE OF CONDUCT
FOR BUSINESS PARTNERS
OF THE EXACT x FORESTALL
CAPITAL GROUP

www.exactforestall.com



Dear Partners,

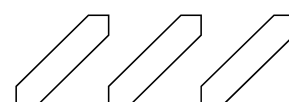
We would like to familiarize you with our Code of Conduct for Business Partners of the Exact x Forestall Capital Group, in which we have included all the most essential principles and standards that we, as a Capital Group, follow in our daily work and which we expect from you as well.

At Exact x Forestall, everyone understands and strives for one goal: to prevent manufacturing disasters. We leave our business footprint by following three core values on a daily basis: precision in action, enforcing excellence and proactively preventing failure. This is how we change reality.


For more than two decades, we have set high standards, both for ourselves and for the companies we support. This also applies to ethical conduct.

We believe that this Code of Conduct for Business Partners of the Exact x Forestall Capital Group will guide you and strengthen the ethical culture in our companies.

Jacek Opala,
CEO Exact Forestall




OBJECTIVES OF THE CODE OF CONDUCT

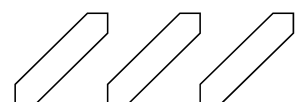


The purpose of this Code of Conduct for Business Partners of the Exact x Forestall Capital Group is to set clear rules and standards of conduct that will help prevent violations of applicable laws and ethical standards, both within the organization and in relations with Business Partners.



SCOPE OF THE SUBJECT

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1. This Code is addressed to all Business Partners of the Group – customers, contractors, suppliers (hereinafter jointly referred to as: "**Business Partners**").
 2. The key role in creating the organizational culture, promoting the principles set out in this Code and managing the implementation of this Code is performed by the Management Board of Exact x Forestall, in particular the Member of the Management Board responsible for administrative matters.



MISSION AND VISION



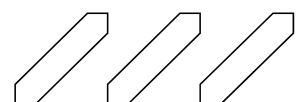
The Code of Conduct of the Exact x Forestall Capital Group (hereinafter also referred to as the "**Code**") (hereinafter jointly referred to as: the "**Group**" or "**Exact x Forestall**" and each of the Companies that are part of the Group separately referred to as the "**Company**") is a set of principles that guide us in our daily work, as well as when making key decisions for the Group and each of the Companies.

At Exact x Forestall, we are aware of the impact of our organization on the environment, which is why we place emphasis on the compliance of our activities with the law and ethical principles and take responsibility for our actions.

Exact x Forestall's **mission** is to be close to the customer and make a real impact on safety by preventing potential production and business disasters before they happen.

Exact x Forestall's **vision** is to be the leader in the quality control industry in Europe, taking advantage of the opportunities offered by globalization while respecting the environment.

We believe that only by obeying the law, and acting in a transparent and ethical manner, we are able to constantly develop and meet our goals.



COMPLIANCE WITH LAWS AND REGULATIONS



At Exact x Forestall, we comply with the law and ethical principles. We also expect our Business Partners – customers, contractors, suppliers – to do the same.



Exact x Forestall Business Partners should adhere to ethical standards and take into account the rules, customs, traditions and social norms of the places where they operate. In the event of a conflict between generally applicable law and local customs or traditions, the generally applicable law shall prevail.

HUMAN AND LABOUR LAW

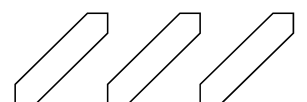


Our Business Partners are obliged to strictly respect human rights in all countries in which they operate, even when there is no appropriate legislation in this area in a given country. In particular, our Business Partners should be close to the values set out in the United Nations Charter, the Universal Declaration of Human Rights, the European Convention on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and local law.



We expect from our Business Partners in particular:

- do not do business with entities connected with child labour;
- do not allow any forms of forced labour, including modern slavery, human trafficking and any unfair recruitment practices;
- to maintain a work environment free from violence, harassment and discrimination in any form;
- to offer a fair salary and adhere to local laws on minimum salary and minimum hourly rate;
- to comply with regulations on working hours and breaks;
- respect employees' right to association;
- to create safe and hygienic workplaces and comply with health and safety regulations.



PREVENTION OF DISCRIMINATION AND MOBBING



Exact x Forestall Business Partners may not use any discrimination. At Exact x Forestall, we do not tolerate any manifestations of harassment or discrimination, direct or indirect, due to gender, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, religion or sexual orientation.

We want to create a work environment free from prejudice and an atmosphere of equality and support, in which every employee and every Business Partner feels respected. Any manifestation of mobbing or discrimination in any form will be severely punished by us.

Each of us - regardless of our position - is responsible for the work environment in which we function. Each of us is obliged to take care of this environment that is friendly and conducive to effective work. Each of us should immediately report any signs of mobbing and discrimination noticed. Together, we strive to promote a positive working environment, create favorable employment conditions and support the development of employees.

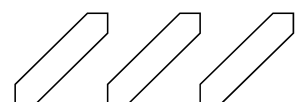
SUSTAINABLE DEVELOPMENT



Sustainability and fairness are at the core of our business. We strive to ensure that the services offered to our customers meet the highest quality standards. At the same time, our goal is to optimize the negative impact of our operations on the environment.

We expect that our Business Partners will also try to conduct their business responsibly, in accordance with the principles of sustainable development.

Decisions regarding the purchase of goods and services, as well as in the scope of the processes carried out, should be made taking into account not only the business side, but also with care to minimize their negative impact on the environment.

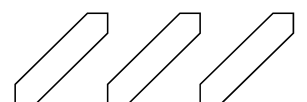


ENVIRONMENTAL PROTECTION



At Exact x Forestall, we are aware of the importance of protecting the environment. The Exact x Forestall Group's Integrated Management System Policy provides a framework for defining quality, environmental and social objectives.

We expect our Business Partners to comply with all environmental protection regulations, as well as to take actions on their own initiative to minimize the negative impact on the climate and the environment, in particular by reducing the emission of harmful gases and dust, appropriate management of waste and wastewater generated, reducing electricity consumption, as well as by implementing and applying internal policies in the field of environmental protection and climate.



HANDLING OF CONFIDENTIAL INFORMATION & PERSONAL DATA & INTELLECTUAL PROPERTY RIGHTS



At Exact x Forestall, we protect confidential information – both our own and those shared with us by our Business Partners.



Confidential information is unknown to third parties and is not disclosed to them because they have or may have economic value. Each Group Company's confidential information includes information on the selection check, inspection, production methods, cost data, business plans and strategies, information on employees, a list of customers, and financial information. All of the information listed here is an important asset to Exact x Forestall.

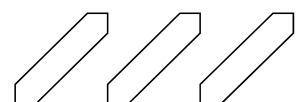
We are aware that by entering into business relationships, we may also come into possession of the confidential information of our Business Partners. We protect the information shared with us just like our own. We expect our Business Partners to protect our confidential information in the same way.

We are aware of the value of the intellectual property. We respect and protect all forms of intellectual property belonging to Exact x Forestall and our Business Partners. We also expect our Business Partners to respect the property of Exact x Forestall.

FAIR COMPETITION



Free, unlimited and fair competition is the main principle of the market economy and the foundation of Exact x Forestall' organizational culture. Our competitiveness policy is based solely on the quality of our services and focuses on our Clients' needs. Therefore, we do not tolerate any behaviour that violates national and international regulations and competition standards on the part of our Business Partners. Any anti-competitive practice is prohibited, and Exact x Forestall will strongly condemn any display of such behaviour.

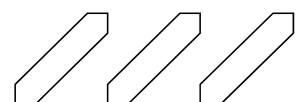


ANTI-CORRUPTION



Exact x Forestall promotes a zero-tolerance policy for corruption in all aspects of the Capital Group's operations. Preventing, reporting, detecting and combating bribery and corruption is the responsibility of each Exact Forestall Business Partner. Bribery and corruption are always and in any form prohibited, regardless of whether they are direct or indirect actions, both inside the Capital Group and in external relations with its Business Partners. There are no circumstances that would exclude the application of a zero-tolerance policy towards corruption.

Exact x Forestall operates in a transparent, responsible manner and with respect for the highest ethical standards and requires the same of its Employees, Associates and Business Partners.



PREVENTION OF CONFLICTS OF INTEREST



We expect our Business Partners to behave in a manner that does not lead to a conflict of interest and, in the event of such a conflict being detected, immediately report this fact to Exact x Forestall.



We expect our Business Partners not to offer, promise or give any kind of benefit in return for gaining a privileged position in business dealings.

Business Partners should require their employees not to allow such benefits to be offered or accepted.

ANTI-MONEY LAUNDERING & COMBATING TERRORISM



We comply with and expect Business Partners to comply with anti-money laundering laws and to refrain from participating in any money laundering activity.

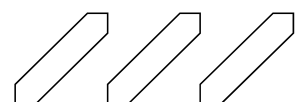


We do not engage in any way and do not tolerate our Business Partners engaging in terrorist activities, either directly or indirectly, regardless of their nature.

IMPLEMENTATION, COMMUNICATION AND ACHIEVEMENT OF THE OBJECTIVES OF THE CODE



1. Exact x Forestall implements this Code and any amendments to it by publishing the Code on the Company's website.
2. The implementation of the assumptions of this Code takes place, among others, through cyclical promotional campaigns, reminding the principles applicable in Exact x Forestall, contained in the Code, and requiring Business Partners and potential Business Partners to sign the Business Partner Declaration of conduct in accordance with the Code of Conduct for the Business Partners of Exact x Forestall Capital Group.
3. Exact x Forestall has a whistleblowing system in place where anyone associated with the Group, directly or indirectly, can report a suspected breach of ethics or the law.
4. Exact x Forestall is committed to taking proportionate and appropriate action in relation to the risks and practices that occur in breach of the Group's ethical standards.

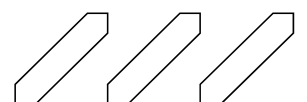




REPORTING BREACHES



1. In the event of a suspected breach of the law or the principles adopted in this Code, each Business Partner should report this fact.
2. The possibility of reporting violations of this Code applies to both Exact x Forestall Employees as well as external stakeholders, i.e. all entities and persons who directly and indirectly cooperate with a given Company.
3. The reporting procedure is described in the Internal Procedure for Reporting Breaches and Taking Follow-up Actions (whistleblower policy).
4. Reports can be made, i.a., via the online form available at: whistleblow.forestall.com.
5. All reports will be treated confidentially and investigated with due diligence. Reporting can also be made anonymously.
6. If you are unsure about how to behave in the event of a risk of corruption, bribery or influence abuse, please contact the Exact x Forestall Legal Department or a member of the Exact x Forestall Management Board directly.



CONTROL



1. Compliance with the principles set out in this Code is subject to ongoing control and assessment by the Management Board of Exact x Forestall.
2. Violation of the provisions of this Code may lead to the termination of cooperation with a given Business Partner, as well as constitute the basis for initiating criminal proceedings by national entities appointed to prosecute crimes.
3. Familiarization with this Code does not exempt the person to whom it has been submitted to familiarize himself with other generally applicable legal regulations.

FINAL PROVISIONS



1. Each Business Partner and potential Business Partner is obliged to read this document and comply with its contents.
2. Exact x Forestall reserves the right to change and update this Code at any time, and such changes or updates are effective upon acceptance. Exact x Forestall will inform Business Partners of the changes adopted by publishing the current version of the Code on the website.

CAPITAL GROUP

This Exact x Forestall Group Code of Conduct applies to all Exact x Forestall Group Companies, whether existing at the time of its issuance or those that have been or will become part of the Group in the future.

Entry into force: 19th December 2022

Update: 24th January 2025

Jacek Opala

CEO, President of the Management Board

Dariusz Dengusiak

Vice President of the Management Board

