

introduced on 26 March 2026 with the resolution of the Management Board of Zakład Rolniczo-Przemysłowy  
"FARMUTIL HS" S.A. from 19 March 2026.



## **CODE OF CONDUCT FOR SUPPLIERS**

# Table of contents

1. INTRODUCTION.....	1
2. WORKING CONDITIONS.....	2
3. ENVIRONMENTAL STANDARDS.....	3
4. BUSINESS PRACTICES.....	4
5. FINAL PROVISIONS.....	5

# 1. INTRODUCTION

Zakład Rolniczo-Przemysłowy "Farmutil HS" S.A. operates in the field of safe neutralization of animal by-products for the purpose of protecting human and animal health and minimizing the risk of epidemiological threats, preventing epizootic exposures, while actively reducing waste and supporting the circular economy and sustainable development.

Our company operates in the spirit of respect for human rights and the natural environment. We are guided by the principles of business ethics and adhere to legal standards. We believe that this constitutes the foundation for building lasting relationships in which our partners throughout the supply chain apply standards of business practice consistent with ours.

The key objective of the Code of Conduct for Suppliers ("Code") is to determine universal principles of responsible business conduct, coherent with the above values and our company's mission, within the framework of cooperation inside the supply chain. This Code applies throughout the entire duration of any business relationship we establish.

## 2. WORKING CONDITIONS

As Zakład Rolniczo-Przemysłowy "Farmutil HS" S.A., we prioritize the well-being of all employees, ensuring a fair, safe, and abuse-free working environment. Furthermore, we expect the same from our suppliers. Our suppliers comply with all applicable national and international laws regarding employment and human rights protection, and adhere to recognized human rights standards, such as:

- Universal Declaration of Human Rights,
- UN Guiding Principles on Business and Human Rights
- International Labor Organization (ILO) standards,
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

### 2.1 Forced Labor and Modern Slavery

Our suppliers commit to refraining from using forced labour, bonded labour, or any practices that violate the personal freedom of employees. Employment must be carried out in a voluntary manner and employees are entitled to terminate their employment in accordance with applicable laws. Our suppliers provide a working environment which is free from abuse, violence in any form, and other actions that may lead to exploitation.



## **2.2 Child Labor**

Our suppliers comply with applicable laws regarding the minimum age for employment commencement and the allowed scope for the employment of minors, whilst in the case of juvenile employees, they provide them with appropriate protection.

## **2.3.Dignity and Equal Treatment**

Our suppliers treat all employees equally and do not allow any form of discrimination, including on the basis of gender, age, sexual orientation, disability, or national, ethnic, racial, political, or religious affiliation. In professional relationships, our suppliers ensure respect for dignity, privacy, and human rights.

## **2.4.Remuneration and Working Conditions**

Our suppliers provide remuneration and other working conditions in accordance with applicable legal provisions. The above encompasses, in particular, basic pay, overtime compensation, and all other employee benefits regulated by law as well as the timely payment of wages.

## **2.5.Freedom of Association**

Our suppliers respect and do not restrict employees' right to freedom of association, including the right to form and belong to trade unions whilst employee representatives are freely and independently elected.

## **2.6 Health and Safety**

Our suppliers strive to ensure that working conditions comply with applicable occupational health and safety regulations by implementing appropriate procedures in this regard. Suppliers provide training and regularly inform employees about the applicable occupational health and safety regulations at their workplace.

# **3. ENVIRONMENTAL STANDARDS**

Our suppliers conduct their operations in accordance with applicable environmental protection laws. Individual processes are carried out responsibly, with due respect for natural resources and the goal of minimizing the impact of their respective operations on the environment, in particular:

## **3.1.Emissions and Pollution**

Our suppliers monitor, prevent, and reduce negative environmental impacts by minimizing emissions of pollutants into water, soil, and air – including greenhouse gases and potentially hazardous substances.



### **3.2 Resource Management**

Our suppliers appropriately manage water, energy, and other natural resources and take steps designated to limit their consumption. Furthermore, they ensure proper waste management, including waste generation, segregation, and storage in accordance with the applicable legal regulations. They monitor and limit waste generation, particularly hazardous waste.

### **3.3 Biodiversity**

Our suppliers minimize their impact on biodiversity by not contributing to its degradation, deforestation, or the endangerment of protected species.

## **4. BUSINESS PRACTICES**

Our company adheres to the highest standards of business ethics and operates transparently, ethically, and with the utmost respect for all involved parties. We expect the same standards from our suppliers, in particular:

### **4.1. Counteracting Corruption and Abuse**

Our suppliers adhere to the principles of responsible business conduct in all areas, exercise due diligence when entering into contracts with business partners, and implement policies to prevent corruption, fraud and other abuses. In particular, they ensure compliance with our company's anti-corruption policy.

### **4.2. Sanctions**

Our suppliers comply with applicable regulations regarding economic sanctions, embargoes, export controls, trade in goods and financial instruments as well as other trade restrictions and EU regulations. Our suppliers, whether natural or legal persons, at the national and international levels, refrain from entering into business relationships with entities listed on official sanctions lists, and never circumvent sanctions, in particular through the use of intermediaries.

### **4.3. Fair Competition**

Our suppliers apply the principles of fair competition, good practices in production processes, and other standards appropriate for the nature of the products and services they provide. Moreover, they comply with applicable laws, standards, required certificates, and industry regulations in their business operations.

#### **4.4. Personal Data and Confidentiality**

Our suppliers process and use personal data solely in accordance with applicable data protection regulations, in particular Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) - GDPR. In particular, our suppliers ensure proper data security and process it only to the extent necessary, for the time required, and on a valid legal basis.

#### **4.5. Payment Practices**

Our suppliers implement reliable, honest, and transparent payment practices, in particular, timely payment of amounts due to their suppliers and subcontractors. Furthermore, they never apply unjustified extensions of deadlines, nor do they exploit their market position to delay settlements.

## **5. FINAL PROVISIONS**

Our suppliers conduct their business in accordance with relevant laws and regulations and in an ethical, transparent manner, and in compliance with the business standards set out in this Code. Applicable national and international law takes precedence over this Code. Wherever this Code, in the scope regulated herein, establishes standards higher than those resulting from legal provisions, those higher standards shall prevail. Serious or repeated violations of this Code may result in the termination of cooperation and/or termination of the existing relationship. Our company requires its suppliers to familiarize themselves with and adhere to this Code. At the same time, it reserves the right to change the wording of this Code at any point in time. The text of this Code is available on the company's website at: [www.farmutil.pl](http://www.farmutil.pl) <http://www.farmutil.pl/>

