

## CODE OF ETHICS FOR MASTERPRESS

### S.A. SUPPLIERS

Masterpress S.A. aims to not only deliver high-quality products and services and adhere to legal standards but also to prioritize environmental stewardship, exhibit social responsibility, support local communities, maintain transparency in their operations, and cultivate business relationships founded on respect and integrity.

The Company asserts that sustainable development across environmental, social, and business domains, along with a commitment to ethical standards, serves as the cornerstone for stable and long-term growth. Furthermore, collaboration with supply chain partners who uphold these same standards is integral to this progress.

Masterpress S.A. established the Supplier Code of Conduct (the "Code") to integrate the principles of sustainable development and responsible business practices into its partnerships with supply chain entities.

The Code aims to delineate the fundamental standards the Company expects from its partners, ensuring their actions are in harmony with Masterpress S.A.'s values and supporting its mission in a socially and environmentally responsible manner.

#### I. ADHERENCE TO LEGAL REQUIREMENTS



Each supplier collaborating with Masterpress S.A. is required to adhere to applicable laws and internationally recognized environmental, social, and corporate governance (ESG) standards, implementing the principles outlined in, among others:

- Universal Declaration of Human Rights,
- OECD Guidelines for Multinational Enterprises,
- Core Labour Standards of the International Labour Organization (ILO),
- UN Guiding Principles on Business and Human Rights.

#### II. ENVIRONMENTAL REGULATIONS



Masterpress S.A. believes that stewardship of the natural environment is essential for sustainable development and economic growth. This recognition leads to expectations for suppliers to operate in alignment with national and international environmental standards, as well as applicable legal provisions concerning the protection of the environment and natural resources, particularly by:

- Minimizing the adverse effects of its operations on the natural environment, including engaging in decarbonization initiatives designed to reduce the carbon footprint, curtail the consumption of natural resources, and mitigate air pollution,

MASTERPRESS S.A.

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- Preventing, minimizing, and eliminating pollution and its detrimental effects on air, soil, water, forests, and biodiversity, while also reducing greenhouse gas emissions.
- Taking measures to enhance water management, including adherence to standards for water consumption and wastewater treatment, particularly in areas vulnerable to water scarcity.
- Endeavoring to decrease production waste, segregating existing waste, and encouraging recycling initiatives.
- Supporting the advancement and dissemination of environmentally sustainable technologies.
- Substituting or diminishing the use of hazardous substances and promoting the productive use or safe disposal of waste. Avoiding or lessening the generation of both hazardous and non-hazardous waste.
- Preserving biodiversity, safeguarding wildlife and endangered species, and committing to achieving zero deforestation, ensuring that products do not originate from deforested areas or contribute to forest degradation, including irreplaceable primary forests after December 31, 2020.
- Monitoring and mitigating pollutant and CO2 emissions resulting from operations.
- Implementing sustainable practices and responsible sourcing while minimizing the use of non-renewable resources and actively managing waste. Suppliers are required to obtain relevant environmental certifications, including those for the sustainable sourcing of timber and wood products, such as FSC and/or PEFC.
- Fostering environmental awareness among employees and promoting eco-friendly attitudes.
- Upholding responsibility towards local communities.
- Mandating the implementation of the aforementioned principles by all subcontractors within the value chain.

### III. HUMAN RIGHTS AND LABOR RIGHTS



Masterpress S.A. adheres to established international standards concerning the respect for human rights and the equitable treatment of all employees and stakeholders.

The Company unequivocally opposes any infringement of human rights and, as such, requires that its suppliers will adhere to internationally recognized human rights standards and applicable national legislation, especially concerning labor rights. Suppliers explicitly commit to:

- Uphold internationally recognized human rights and eradicate all violations thereof.
- Adhere to relevant labor laws, including standards that safeguard employees from discrimination and harassment in the workplace.
- Prohibit child labor in operations that contravene generally accepted laws.
- Honor individuals' dignity, freedom, and right to privacy.
- Abolish all forms of modern slavery and forced labor, whether physical, psychological, or financial.
- Foster equal opportunities and prohibit discrimination in employment on any basis.
- Guarantee employees' rights to association and the right to engage in negotiations.

#### IV. CONDITIONS OF EMPLOYMENT



Masterpress S.A. operates on the fundamental principle that our people are paramount and, as such, endeavors to cultivate a secure and welcoming workplace where all employees are treated equally, with respect and dignity. The company also expects that its suppliers will adhere to these principles, committing to them upon entering into collaboration:

- Ensure that employees and contractors are provided with safe and hygienic working conditions, in accordance with occupational health and safety regulations, while actively working to prevent situations that may jeopardize the life and health of employees at work;
- Offer remuneration and social benefits in compliance with applicable laws, including adherence to minimum wage regulations;
- Implement objective and transparent criteria for remuneration, benefits, access to training, and other employment-related decisions;
- Utilize only legal forms of employment;
- Engage only legal temporary employment agencies that operate in accordance with regulations and all requirements for employee employment;
- Regularly train employees and inform contractors about applicable workplace safety rules;
- Adhere to legal requirements concerning the minimum wage, and in the absence of a legal standard, ensure that employees receive a living wage;
- Comply with minimum legal standards regarding maximum permissible working hours.

#### V. BUSINESS OPERATIONS



By engaging in ethical business practices and adhering to the highest standards, the Company requires that its suppliers will comply with relevant laws, standards, and certifications, as well as the specific industry regulations to which they have committed under separate agreements.

Suppliers are specifically obligated to:

- Implementing business ethics across all operational areas,
- adhering to the principles of fair competition,
- complying with legal regulations (both local and international), standards and certifications, as well as specific industry regulations to which suppliers are obligated to adhere under separate agreements,
- enforcing internal procedures designed to combat corruption, fraud, bribery, embezzlement, and conflicts of interest,
- safeguarding confidential information and adhering to data protection regulations,
- exercising due diligence when entering into contracts with business partners, including confidentiality obligations and personal data protection.

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## FINAL PROVISIONS

All business partners of Masterpress S.A. are required to familiarize themselves with the contents of this Code and to adhere to its provisions.

Suppliers must guarantee that their own suppliers adhere to this Code of Conduct or its equivalent.

Masterpress S.A. retains the authority to evaluate any supplier via on-site inspections, questionnaires, interviews, and various compliance audit techniques.

Should you have any inquiries or concerns pertaining to the provisions of the Supplier Code, please reach out to the Purchasing and Supply Chain Director at Masterpress S.A.

I affirm that I have reviewed the Masterpress S.A. Supplier Code of Conduct and confirm my adherence to the outlined requirements.

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| Company name:  |  |
| Company address:   |  |
| Name, surname, and title of the individual authorized to submit the declaration: |  |
| Date and signature of the individual authorized to submit the declaration:       |  |

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|-------------------|-----------------------------------|--|--|
| Version number: 2 | Release date:<br>October 29, 2025 | Prepared by: Magdalena Życka<br>Wróblewska, Director of Purchasing<br>and Supply Chain | Approved by: Waldemar Zdrodowski, President<br>of the Management Board; Bogusław Wojtach,<br>Vice-President of the Management Board. |
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