

# Supplier Sustainability Guidelines

## Introduction

For the Bank Millennium Group (hereinafter referred to as the "Group"), sustainable management of enterprises is a competitiveness driver. Therefore, we strive to integrate and promote a responsible culture of production and consumption in our value chain.

Consequently, in accordance with the United Nations Universal Declaration of Human Rights, as well as Polish legal requirements, in particular the Labour Code, the Group has defined the following guidelines on sustainable development for suppliers. These rules must be observed when employing third parties to provide services.

## Legal Compliance and Ethical Conduct

Compliance with the laws and standards governing national and international activity, including the UN Universal Declaration of Human Rights.

Observance of good practices of ethical conduct, intolerance of participation, directly or indirectly, in any form of corruption, fraud, money laundering, bribery or extortion.

Compliance with market best practices, including adherence to the following principles: competitiveness, protection of intellectual property and transfer of data to third parties.

## Human rights

Zero tolerance for any kind of human rights violations, rejecting any form of harassment, discrimination, coercion, abuse, violence or exploitation in the area of influence.

## Workers' rights

Respect for workers' rights, disagreement with forced or child labour, and ensuring fair and just remuneration, guaranteeing equal opportunities and a balance between professional, family and personal life in a working environment free from discrimination, harassment, threats and physical or psychological aggression. Providing regular employee training.

## Prevention, health and safety

Identifying, controlling and preventing risks in order to avoid accidents at work and occupational diseases, encouraging behaviours that promote the physical and mental well-being of workers and their safety, including the provision of appropriate protection measures and training.

## Environment

Encouraging environmental responsibility, the use of innovative and clean technologies; in a joint effort with stakeholders, adapting to global challenges to reduce the environmental impact of business activity, encouraging continuous improvement of processes, products and services, and reduction of the consumption of natural resources and waste generation.

## Management

Focus on continuous improvement of management practices and processes, along with communicating economic, environmental and social results, always in a regular and transparent manner. Encouraging involvement of all stakeholders through listening and dialogue.

The Group's Suppliers undertake to cooperate in providing information enabling the assessment of compliance with these principles through verification actions - by responding to surveys or visits to the sites where this activity is carried out.