



# **CODE OF CONDUCT FOR SUPPLIERS**

---

## *Introduction*

---

DiMa Sp. z o.o. has been operating on the Polish market since April 2006. We specialize in the steel welded constructions industry. Thanks to the high efficiency of production processes, the use of modern machinery and equipment as well as cooperation with the best subcontractors and material suppliers, we can offer the highest quality products.

DiMa Sp. z o.o. is a company with ambitions, trustworthy. Our priority is to meet our clients individual orders. In achieving our goal, we follow the principle of responsible business, we require ourselves to implement the best solutions. Our customers and employees also expect this from us. We want to build a culture of shared responsibility for business practices in the field of occupational health and safety, human rights, business ethics, care for employees and local communities, and care for the natural environment at all stages of our business. This also applies to our supply chain and cooperation with Suppliers.

---

## *DiMa towards suppliers*

---

In order to achieve our goals, we incorporate the principles of responsible business and sustainable development in purchasing processes, and the DiMa Code of Conduct for Suppliers is an integral element of the process of cooperation with Suppliers, including the process of their qualification and assessment.

In cooperation with Suppliers, we follow the principles of responsible business and sustainable development. We would like to successfully develop our business through the DiMa Code of Conduct for Suppliers and positively influence our Suppliers.

We believe that this approach will benefit both us and our Suppliers, as well as our social and business environment.

We want to cooperate with Suppliers who understand and share our approach to responsible business, strive to improve and develop their good practices in areas where we set ambitious goals ourselves and which are key to us. Belong to them:

Society

Environment

Ethics

---

# SOCIETY

---

## **1. Care for the safety and health of employees**

- a) The Supplier complies with all legal regulations regarding health and safety at work.
- b) The supplier ensures safe and healthy working conditions by implementing solutions aimed at completely eliminating accidents, avoiding injuries and diseases among the supplier's employees caused by the work performed.
- c) The supplier works to minimize risks, monitors, analyzes and documents his activities aiming at continuous improvement of work safety.

## **2. Ensure decent and non-discriminatory working conditions**

- a) The Supplier complies with all labor law provisions.
- b) The supplier ensures equal access to decent working conditions both for persons employed under an employment contract and persons providing work for the supplier under other types of contracts.
- c) Supplier does not accept mobbing at the workplace.
- d) The supplier manages employees and the workplace in a responsible manner and sets its goals in this regard.

## **3. Respect for human rights**

- a) The Supplier ensures equal treatment in the workplace and does not apply any discriminatory practices to employees based on age, gender, disability, race, religion or any other criterion.
- b) The Supplier respects the employees' right to associate.
- c) The Supplier ensures respect for human rights in its activities.

---

# ENVIRONMENT

---

## **1. Continuous improvement of environmental impact management**

- a) The Supplier complies with the provisions of law regarding the impact of its activities on the natural environment.
- b) The supplier assesses and strives to prevent the risk of negative impact on the environment.
- c) The Supplier intends to set goals to limit the negative impact of its activities on the natural environment (recorded e.g. in the form of an environmental policy or other binding document).

## **2. Rational acquisition and use of raw materials**

- a) The Supplier strives for rational, environmentally-friendly acquisition of raw materials and / or to include environmental criteria in its purchasing decisions.
- b) The supplier seeks to reduce the consumption of raw materials and natural resources, including water, and to manage them responsibly.

## **3. Minimizing gas and dust emissions to air**

The supplier strives to minimize gas and dust emissions to air, including carbon dioxide, resulting directly and indirectly from the supplier's activities to the extent appropriate to the scale and type of the business conducted by the supplier.

## **4. Responsible waste management**

- a) The Supplier shall comply with all laws regarding waste management.
- b) The supplier seeks to reduce the generation of waste associated with the business.
- c) The Supplier ensures proper management of generated waste, including cooperation with authorized recipients of generated waste in order to minimize the risk of negative impact of waste on the environment.

---

## *ETHICS*

---

### **1. Counteracting corruption**

- a) The Supplier counteracts all forms of corruption in its activities and implements preventive practices.
- b) In the event of identification of any form of corruption, the supplier shall take firm corrective measures to counteract further incidents of this type.

### **2. Business ethics standards**

- a) The Supplier applies the principles of ethical conduct in every area of its business.
- b) The supplier aims to implement solutions that build awareness of ethical rules of conduct in the workplace among employees and management staff.

---

## *Final Provisions*

---

The DiMa Supplier Code of Conduct is addressed to all Suppliers and Contractors cooperating with DiMa Sp. z o.o.

We expect our Suppliers to be constantly improved in the areas set out in the DiMa Supplier Code of Conduct in social, environmental and ethical areas. In the event of non-compliance of the Suppliers activities with the responsible business standards included in the DiMa Supplier Code of Conduct, we hope that the Suppliers will take corrective action.

At the same time, DiMa is committed to supporting our Suppliers in building awareness of responsible business practices and in the development of Suppliers' activities in accordance with the standards of responsible business and sustainable development.