

Code of ethical conduct for Suppliers of Mabuchi Motor Poland sp. z o.o.

The principle followed by the Mabuchi Motor Poland sp. z o.o. in its business activities is the legality and transparency of all business processes. In our activities, we always act in accordance with applicable laws and with respect to ethics and social standards applicable in the countries and regions in which the Group companies are based.

We also want to share the fundamental values and principles with our Suppliers and Business Partners who understand and share our approach to responsible business and sustainable development and strive to improve and develop their good practices in these areas.

1. Compliance, business ethics and integrity.

We require our Suppliers to conduct their business in an ethical, honest and transparent manner, in particular:

- Compliance and respect for applicable legal regulations – Suppliers of Mabuchi Motor Poland sp. z o.o. comply with applicable laws and regulations of both national, EU and international nature
 - Business ethics and integrity – Suppliers of Mabuchi Motor Poland sp. z o.o. apply the principles of ethical conduct in every area of their business, do not practice and do not tolerate corruption, extortion or embezzlement
 - Fair competition – Suppliers of Mabuchi Motor Poland sp. z o.o. conduct their business in accordance with the principles of fair competition and all applicable antitrust laws
 - Confidentiality and data protection
- Suppliers of the Mabuchi Motor Poland sp. z o.o. guarantee the security and confidentiality of the

data obtained and use it only for strictly defined purposes.

- Suppliers guarantee the protection of personal data of employees and their contractors
- Suppliers respect and guarantee protection of copyright and intellectual property
- Incident Reporting: Suppliers have effective mechanisms in place to enable employees to openly or anonymously report concerns or potentially illegal acts in the workplace. All such reports must be kept confidential. Suppliers consider such reports on an ongoing basis and take appropriate corrective action.

2. Safe and healthy of work environment

Suppliers of Mabuchi Motor Poland sp. z o.o. are expected to provide a safe and healthy of work environment. This applies in particular to:

- Providing of safe in the workplace and employees' health
- Suppliers comply with all labor law and occupational health and safety regulations
- Suppliers ensure safe and healthy working conditions by implementing good practices, procedures or certified health and safety management systems in order to eliminate accidents, avoid injuries or diseases among the supplier's employees caused by their work, and take steps to minimize risks in this regard
- Striving for decent and non-discriminatory working conditions
- Suppliers in a responsible manner manages employees and the workplace, creating opportunities for the development of their competences, work safety and work-life balance
- Suppliers do not accept any form of discrimination in employment as well as any form

of mobbing and immediately take preventive measures in this regard

- Working hours and remuneration

- Suppliers of Mabuchi Motor Poland sp. z o.o. will ensure that the working time of their employees does not exceed the maximum level specified by the applicable national regulations, applicable to the Supplier's place of business. The remuneration paid to the Supplier's employees shall be in accordance with applicable national wage regulations and ensure an adequate standard of living.

3. Protection of natural environment

Mabuchi Motor Poland sp. z o.o. expects its Suppliers to comply with applicable regulations and standards ensuring safe handling of emissions to air, sewage and all other waste. We require our suppliers to implement appropriate solutions to prevent accidental spills and emissions to the environment or to minimize their effects.

Suppliers should operate in a manner that ensures the safety of the natural environment, in particular, strive to reduce the negative impact on the natural environment, rationally use the Earth's natural resources, reduce energy consumption and reduce greenhouse gas emissions, and use renewable energy sources.

4. Respect for human rights

The Mabuchi Motor Poland sp. z o.o. recognizes the principles of respecting human rights set out in the Universal Declaration of Human Rights and the Convention of the International Labor Organization (MPO). Therefore, we expect our Suppliers to respect the human rights of employees and to treat them with dignity and respect. This applies in particular to:

- No child labor - Suppliers avoid all forms of child labor in their activities

- Voluntary employment - everyone has the right to work, Suppliers do not benefit from forced or slave labor, or forced labor of prisoners

- Non-discrimination - Suppliers ensure equal treatment in the workplace, do not use any practices discriminating against employees or other stakeholders (customers) in their activities due to sex, age, disability, religious, racial, nationality, political beliefs, sexual orientation or any other criterion.

- Suppliers in their business do not tolerate any form of physical, mental, sexual violence, insulting employees, or attempts to intimidate them

- In accordance with local law, respect the right of employees to associate and to participate in collective bargaining of employment conditions human rights of employees and the treaty