



SUPPLIER CODE OF CONDUCT

Glass System Technologies S.A.

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Relationships with suppliers and business partners are one of the key elements of Glass System Technologies S.A. development strategy. Cooperation based on trust, transparency, and shared values allows us to uphold the highest standards of quality, responsibility, and innovation.

Selecting partners is not merely an economic decision for us—it also represents a declaration of our shared approach to ethics, respect for the law, human rights, and environmental stewardship. Therefore, we expect our suppliers to adhere to the same principles that apply within our organization. We believe that integrity, timeliness, social responsibility, and ethical conduct form the foundation of healthy business relationships.

This Code sets out the standards we expect from ourselves and all participants in the supply chain, as well as the principles of cooperation that foster mutual trust, security, and long-term development. In this way, we can jointly build value—not only business-related but also social.



§1. Principles of Cooperation with Business Partners and Suppliers

1. Glass System treats all suppliers, contractors, and business partners with respect and integrity, in accordance with the principles of fair competition and in compliance with applicable laws and regulations.
2. The selection of suppliers and partners is carried out in a transparent, impartial manner, consistent with the Company's internal procurement policy, based on the following criteria:
 - a) Quality of products or services offered;
 - b) Financial reliability and credibility;
 - c) Timeliness in fulfilling orders;
 - d) Compliance with laws, including labor and environmental protection laws;
 - e) Implementation of corporate social responsibility (CSR) practices and alignment with ESG principles.
3. Any attempts to influence the Company's purchasing decisions are unacceptable, including:
 - a) Offering gifts, gratuities, or personal benefits;
 - b) Unreported family or social relationships that may create a conflict of interest;
 - c) Collusion between suppliers aimed at distorting market conditions.
4. The Company undertakes to:
 - a) Clearly define cooperation terms, payment deadlines, and order scopes;
 - b) Respect suppliers' intellectual property;
 - c) Maintain communication based on honesty, timeliness, and mutual understanding;
 - d) Not disclose confidential information provided by partners without their consent.
5. Cooperation with partners is subject to regular evaluation, covering aspects such as:
 - a) Quality and timeliness of deliveries;
 - b) Flexibility and readiness to solve problems;
 - c) Compliance with environmental and ethical standards;
 - d) Willingness to implement innovative and pro-environmental solutions.

6. The Company reserves the right to terminate cooperation with any partner who:
 - a) Violates the provisions of this Code;
 - b) Commits gross misconduct (e.g. fraud, violation of labor laws, environmental damage);
 - c) Loses the ability to deliver services or products at the required level of quality.
7. Glass System supports the development of local, innovative, and environmentally friendly suppliers, thereby contributing to the sustainable development of the construction and architectural sectors.

§2. Human Rights and Responsibility in the Supply Chain

1. Glass System respects internationally recognized human rights in accordance with the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions.
2. The Company does not tolerate:
 - a) Forced labor or child labor;
 - b) Human trafficking;
 - c) Slavery or any form of exploitation;
 - d) Employment of persons illegally or in a manner that violates labor laws and human dignity.
3. All employees and contractors have the right to:
 - a) Fair remuneration;
 - b) Safe working conditions;
 - c) Equal treatment and non-discrimination;
 - d) Freedom of association and expression.

§3. Ethics in the Supply Chain

1. Glass System cooperates exclusively with suppliers and partners who:
 - a) Respect human rights;
 - b) Operate in compliance with local and international labor laws;
 - c) Do not engage in unethical, illegal, or exploitative practices.
2. The Company reserves the right to terminate cooperation with entities:
 - a) Whose actions violate the fundamental values of the Company;
 - b) Who fail to meet ethical and environmental standards during an audit or upon notification.

§4. Standards of Relations with Clients

1. Glass System strives to build lasting relationships with clients based on trust, quality, and professionalism.
2. Every client is entitled to reliable, timely, and competent service.
3. Practices that are strictly prohibited include:
 - a) Misleading the client;
 - b) Concealing information relevant to purchasing decisions;
 - c) Using unfair marketing techniques.

