

MARMORIN SP. Z O.O. ETHICS POLICY

This document constitutes a collection of ethical standards and applicable laws that form the foundation for the development of Marmorin Sp. z o. o. It highlights the company's core values and assists in understanding how to make appropriate and impeccable business decisions, as well as which principles should guide the company's daily operations, particularly in areas of ethical sensitivity.

The Ethics Policy of Marmorin Sp. z o.o. applies to every Employee of Marmorin Sp. z o.o., including management staff and the Management Board. It emphasizes that the cornerstone of the company's operations is its employees — their lawful employment and treatment in full respect of human rights.

The Policy also outlines the guidelines for ethical cooperation with Contractors, in accordance with generally accepted principles and the laws applicable in Poland and internationally.

It is important to recognize that all entities associated with Marmorin Sp. z o.o. should be engaged in a continuous process of improvement and development. Therefore, the Management Board of Marmorin Sp. z o.o. declares its openness to the exchange of experiences and the adoption of best practices from the surrounding business environment in order to conduct business activities ever more effectively.

VALUES OF MARMORIN SP. Z O.O.

Our Greatest Asset – Our Employees

Marmorin Sp. z o. o. highly values teamwork and strives to build a team composed of experienced, committed employees dedicated to self-improvement.

Mutual trust between the Management Board and Employees is the foundation of our growth and effective competitiveness in the market. Thanks to the unique value shared by all Marmorin employees — passion — we make the impossible possible.

Design – Passion – Experience – Innovation

Design is embedded in the DNA of Marmorin Sp. z o.o., and our love for it has been passed on for over three decades. We continuously monitor developments in the world of design, yet we do not limit ourselves to being mere observers.

Our technologies and production methods are constantly evolving toward flexibility and responsiveness to Customer needs. We combine the creativity of the human mind with the precision of state-of-the-art casting technologies.

The philosophy of our brand is built upon the conviction that design matters, that it has a significant impact on the quality of life, and that it should be accessible to everyone, regardless of diverse needs.

In our Design Centre, we create exceptional and universal products that distinguish each of our Customers. Every step we take reflects our effort to prove that everyday life can be extraordinary.

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Long-Term Customer Relationships

Understanding our Customers' needs and fulfilling them is one of Marmorin Sp. z o.o.'s priorities. Two-way communication, technical support, and the pursuit of innovative technological solutions allow our company to stand out in the market and build lasting relationships based on Customer satisfaction.

Supporting Initiative

Marmorin Sp. z o.o. seeks to encourage employee initiative and creativity, rewarding those who propose new solutions that enhance the company's efficiency.

To this end, "green boxes" and forms *F055_x – Employee Idea Submission* are available throughout the company premises, allowing every Employee to submit improvement suggestions. Ideas may also be submitted directly to one's immediate supervisor.

Diversity and Equal Opportunity

Each Employee possesses individual life experience, knowledge, skills, and talents. We value these differences and diversity among our Employees.

Therefore, diversity, inclusion, and equal opportunity are integral parts of our work strategy, shaping a conscious approach to individuality and variety. Our cooperation is characterized by openness, mutual respect, tolerance, and integrity.

Respect for Dignity in the Workplace

A fundamental principle of our organization is respect for human rights, as enshrined, among others, in the European Convention on Human Rights.

We do not tolerate discrimination in any area of the company's operations or within our supply chain. All decisions concerning employees are made based on qualifications, skills, and performance, not on personal characteristics.

We ensure equal opportunities for all Employees in terms of remuneration, bonuses, skills development, and promotion. Discrimination will not be tolerated in any form, particularly with regard to gender, ethnicity, nationality, political or trade union activity, religion or beliefs, physical and/or mental disabilities, sexual identity or orientation, or age.

A Workplace Free from Harassment and Mobbing

Marmorin Sp. z o.o. strives to ensure a work environment free from harassment and mobbing. We emphasize that any form of physical or psychological violence, whether from superiors or subordinates, is unacceptable.

According to the company's anti-harassment policy, harassment refers to behavior that:

- unjustifiably hinders a person's ability to work,
- is unwanted, offensive, or hostile,
- violates the dignity of an individual or group.

Employees are required to treat everyone with respect and to refrain from any unwelcome or potentially offensive verbal or physical conduct, including defamation, insults, jokes, touching, or any other actions that may be perceived as harassing or intimidating.

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A Workplace Free from Bullying and Intimidation

Marmorin Sp. z o.o. does not tolerate any form of bullying or intimidation in the workplace.

Any actions or behaviors that may undermine an Employee's personal dignity, create feelings of humiliation, intimidation, or a hostile environment are strictly prohibited.

Bullying or intimidation, within the meaning of this Policy, includes repeated verbal, non-verbal, or physical actions that diminish self-esteem, hinder the performance of professional duties, or isolate the Employee from the team.

Marmorin Sp. z o.o. takes measures to ensure a safe and friendly working environment in which every Employee can perform their duties in an atmosphere of mutual respect, cooperation, and trust.

All Employees are obliged to refrain from behaviors that may be perceived as bullying or intimidation and to respond promptly to any violations of this principle.

Child Labour-Free Workplace

Marmorin Sp. z o.o. opposes all forms of child labour in its operations and supply chain and does not employ minors, in accordance with the laws of Poland and the European Union.

Forced Labour-Free Workplace

Marmorin Sp. z o.o. does not use or tolerate any form of forced or slave labour. Employees are not required to deposit money or personal identification documents, and they are free to terminate their employment with due notice in accordance with Polish law.

Freedom of Association

Marmorin Sp. z o.o. respects the right of employees to freely associate and to engage in trade union activities, including social dialogue and collective bargaining.

Marmorin Sp. z o.o. – A Corruption-Free Company

Marmorin Sp. z o.o. operates in compliance with applicable laws and fundamental principles of business ethics. We reject and condemn all forms of corrupt behavior and activities. We do not permit the offering or acceptance of any undue benefits by our Employees or on behalf of external entities, institutions, or Contractors.

While Marmorin Sp. z o.o. respects the personal interests and private lives of its Employees, personal financial interests must not influence business decisions. Should a conflict of interest arise, it must be disclosed and resolved with the relevant manager in a way that does not negatively affect the company's interests.

If there are reasonable suspicions or legal concerns suggesting corruption or conflict of interest involving third parties, every employee is required to report such matters to the Management Board, relevant department management, or the Employee Council. Confidentiality and protection are fully guaranteed in such cases.

Occupational Health and Safety

Marmorin Sp. z o.o. is committed to safeguarding the health and safety of its employees and all individuals present on company premises who may be affected by its business activities.

In accordance with Polish law, all Employees undergo pre-employment and periodic medical examinations. The company also provides access to occupational health and safety training and personal protective equipment.

Each Employee is responsible for complying with OHS regulations to protect their own safety and that of others, and for using all personal protective equipment required for their position.

Employees can prevent accidents by consistently following OHS rules and reporting any observed hazards to the OHS Inspector or their immediate supervisor.

Resource Policy

Sustainable and prudent use of resources is our highest priority. We act in our own long-term interest and in pursuit of sustainable development as a company. We are committed to the rational use of all resources.

Privacy Protection

Personal data at Marmorin Sp. z o.o. is protected in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (the GDPR).

The Data Protection Policy is contained in a separate document, available in the HR Department.

Legal Compliance

We ensure that our processes and products comply with all applicable laws and regulations throughout their entire life cycle. We take into account the purpose and intent of relevant statutes, regulations, standards, and legal provisions.

We stay informed about the legal requirements affecting our work area and ensure that our knowledge remains up to date. At every stage of the product life cycle, we consider the potential consequences of our actions and respond proactively to potential risks.

Reporting Violations

Every Employee and Contractor has the right and the opportunity to report violations of the above principles by describing the issue through the reporting platform. Individuals who report violations are protected under whistleblower protection provisions.

Prohibition of Retaliation

Marmorin Sp. z o.o. strictly prohibits any form of retaliation against individuals who, in good faith, report violations of ethical principles, laws, or internal company regulations, or who participate in investigative proceedings.

Retaliation includes any act or omission that results in unfavorable treatment of an Employee, in particular: threats, intimidation, denial of promotion, unjustified pay reduction, obstruction of job duties, or deterioration of employment conditions.

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Marmorin Sp. z o.o. guarantees protection to all individuals making good-faith reports. Any suspected acts of retaliation will be treated as a serious breach of the Ethics Policy and may result in appropriate disciplinary action against those responsible.

Promoting a Culture of Mutual Respect and Responsiveness

Marmorin Sp. z o.o. strives to foster an organizational culture based on mutual trust, respect, and open communication. Every Employee has both the right and the responsibility to respond to behaviors inconsistent with this Policy, including harassment, intimidation, discrimination, or other ethical violations.

The company encourages the reporting of any irregularities to supervisors, the HR Department, or through the reporting platform. All reports are handled confidentially, in compliance with data protection regulations, and in an atmosphere of trust and safety.

To access the reporting platform, please use the provided link or QR code.

<https://marmorin.mintsdapp.com/public/services>

