



SUPPLIER'S CODE OF ETHICS

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ENTRY ENGINEERING S.R.O.

MEMBER OF MATADOR GROUP

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Entry Engineering s.r.o.
1. máje 871/13, 46007 Liberec

DEMANDS FOR COMMITMENTS AND PRINCIPLES TO IMPROVE THE SUSTAINABILITY OF THE AUTOMOTIVE SUPPLY CHAIN

Management Statement

At Entry Engineering, we are strongly committed to achieving sustainable development in the automotive industry and improving the performance of our supply chain. As part of our commitment to sustainability and social responsibility, we are asking you, our suppliers, to take measures that will lead to improved supply chain sustainability.

1. Business ethics

1.1. Corruption & Money Laundering

Suppliers shall not engage in any corrupt practices in any form, including offering or accepting bribes, excessive gifts or hospitality, or make facilitation payments. Suppliers shall not facilitate or encourage money laundering. Suppliers should report suspicious transactions and be alert to signs of money laundering.

1.2. Data protection and security

Suppliers should respect privacy and civil liberties regarding the collection, storage, use or dissemination of personal data and any further processing of personal data.

1.3. Financial responsibility

Suppliers should conduct their business activities in a transparent manner and record them correctly in company accounts and reports. Suppliers should confirm that they have a sufficient control system for financial reporting.

1.4. Information disclosure

Suppliers should disclose financial and non-financial information in accordance with applicable regulations and common industry practice.

1.5. Conflict of interests

Suppliers should ensure that their employees avoid situations where their financial or other interests conflict with their job responsibilities, or situations that raise suspicions of impropriety.

1.6. Counterfeit parts

Suppliers should minimize the risk of introducing counterfeit and/or diverted parts and materials into supplied products and comply with relevant technical regulations in the product design process.

1.7. Intellectual property rights

Suppliers should respect applicable intellectual property rights.

1.8. Export and trade restrictions and economic sanctions

Suppliers should comply with applicable restrictions on the export of goods, software, services and technology, as well as restrictions on trade with certain countries, regions, companies, entities and individuals.

1.9. Grievance policy

Suppliers should establish an effective grievance mechanism in accordance with UN Guiding Principle 31 (<https://globalnaps.org/ungp/guiding-principle-31>) that allows complaints about business ethics, human rights or any other issue to be raised anonymously, confidentially and without retaliation.

1.10. Corrective measures

Suppliers should ensure or cooperate in remedial action through legitimate processes when their business activities cause or contribute to adverse environmental or social impacts.

1.11. Prohibition of retaliation

Suppliers should avoid any form of threats, intimidation and physical or legal attacks against stakeholders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against their business activities.

2. Environment**2.1. Carbon neutrality**

Suppliers should strive to set science-based and time-bound emission reduction targets that are consistent with the Paris Agreement and put in place measures that promote decarbonization of the entire supply chain.

2.2. Water quality and consumption

Suppliers should minimize water consumption, use and recycle water efficiently with responsible wastewater treatment, and avoid potential impacts from flood stormwater runoff under current law.

2.3. Air quality

Suppliers should regularly monitor and publish information on emissions contributing to air pollution, adequately control and minimize and, where possible, eliminate them in accordance with applicable legislation. Suppliers should also assess the cumulative impacts of pollution at their installations and reduce pollution levels accordingly.

2.4. Responsible chemical management

Suppliers should identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to comply with regulatory requirements. Companies should also be aware of the use of restricted substances in manufacturing processes and finished products and actively seek suitable substitutes to maintain product and environmental leadership.

2.5. Renewable resources

Suppliers should promote closed systems by encouraging the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.

2.6. Animal welfare

Suppliers should respect the five animal rights formulated by the World Organization for Animal Health (OIE) (<https://www.woah.org/>) regarding animal welfare. No animal should be bred and killed solely for use in an automotive product.

2.7. Biodiversity, land use and deforestation

Suppliers should protect ecosystems, especially key biodiversity areas affected by their activities, and avoid illegal deforestation in accordance with international biodiversity regulations, including IUCN resolutions and recommendations on biodiversity.

2.8. Soil quality

Where possible, suppliers should monitor and control their impact on soil quality and prevent soil erosion, nutrient degradation, soil elevation and contamination.

2.9. Noise emissions

Where appropriate, suppliers should monitor and control industrial noise levels to avoid noise pollution.

3. Human rights and working conditions

3.1. Child labour

Suppliers must comply with the minimum age for employment in their business operations and throughout their supply chain in accordance with the ILO Minimum Age Convention and ensure that child labour is not tolerated in any form.

3.2. Salaries and benefits

Suppliers must remunerate their workers in accordance with applicable regulations and industry practice, this remuneration should be sufficient to cover basic needs and allow workers and their families to live in dignity, which includes compliance with minimum wages, overtime compensation, sick leave and mandatory state benefits.

3.3. Working hours

Suppliers must comply with local laws and collective agreements (if applicable) regarding working hours or, in the absence of relevant local regulations, must comply with ILO standards on working hours.

3.4. Modern slavery

Suppliers must prohibit any form of forced or compulsory labour, including human trafficking.

3.5. Ethical recruitment procedures

Suppliers shall not mislead or deceive potential workers about the nature of the work, ask workers to pay recruitment fees, and/or confiscate, destroy, conceal, and/or deny access to passports and other government-issued identification documents. Workers must be given a written contract or notice of employment at the beginning of their employment in a language they understand well that states their rights and responsibilities in a truthful and clear manner.

3.6. Freedom of association and collective bargaining

Suppliers should allow workers to communicate openly with management about working conditions and management practices without fear of reprisal, intimidation or harassment. Companies should respect the rights of workers to freely associate, join or not join unions, bargain collectively, seek representation and affiliate with works councils.

3.7. Non-discrimination and harassment

Suppliers shall not tolerate any form of employment or occupational discrimination or harassment and shall provide equal employment opportunity without regard to employee or applicant characteristics such as age, sex, sexual orientation, gender identity, ethnicity, or national origin, disability, pregnancy, religion, political beliefs, union affiliation, veteran status, genetic information, or marital status.

3.8. Women's rights

Suppliers should provide equal employment opportunities and commit to equal pay for equal work.

3.9. Diversity, equality and inclusion

Suppliers should develop and promote inclusive cultures where diversity is valued and celebrated, and everyone has the opportunity to contribute and achieve their full potential. Suppliers should promote diversity in all levels of their workforce and leadership, including boards of directors.

3.10. Rights of minorities and indigenous peoples

Suppliers should respect the rights of local communities to decent living conditions, education, employment and social activities. They should also respect their right to free and informed consent to developments that affect either them or the land, forests and waters where they live, with particular regard to the presence of vulnerable groups.

3.11. Land rights and forced evictions

Suppliers should avoid forced eviction and deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters.

3.12. Private and/or public security forces

Suppliers should not commission or use private or public security forces to protect a business project if the deployment of security forces could lead to human rights violations due to inadequate training or company control.

4. Occupational Health and Safety (OHS)**4.1. Working space**

Suppliers should provide a working environment that meets or exceeds local and national health, safety and fire legislation while encouraging workers to understand and apply best working practices.

4.2. Personal protective equipment (PPE)

Where relevant, suppliers should provide their staff with the necessary personal protective equipment (PPE) and ensure that they understand how and when to use it.

4.3. Emergency preparedness

Suppliers should mitigate the risk of work hazards and develop an emergency preparedness plan and how to deal with them.

4.4. Incident and accident management

Suppliers should implement risk and hazard analysis systems to minimize the possibility of incidents or accidents in the workplace. The investigation system should be used to determine the root cause, and the corrective action system should ensure that all permanent steps have been taken to minimize the chance of recurrence.

4.5. Subcontractors

Suppliers should properly manage the health and safety of subcontractors as part of the company's extended supply chain. Suppliers should coordinate their purchasing processes to identify hazards and assess and manage risks arising from the supplier's business activities with the subcontractor, and from their business activities that affect the subcontractor's workers.

5. Responsible supply chain management

5.1. Due Diligence

Suppliers should conduct thorough due diligence on their direct subcontractors in accordance with the OECD Guidelines for Responsible Business, promote transparency and traceability, and make every effort to implement ESG (Environmental, Social and Governmental) standards further down their supply chain.

5.2. Responsible sourcing of materials and minerals

Suppliers should responsibly source the materials and minerals used in their products by developing a management system that promotes traceability and transparency in the supply chain and applying robust control measures in line with the OECD Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.