



CODE OF ETHICS AND CODE OF SUPPLIERS AND BUSINESS PARTNERS

OF EDGE ONE SOLUTIONS SP. Z O.O.

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October 2024

Introduction

Guided by our company values and pursuing our strategy for sustainable development and corporate social responsibility, we have prepared a code of ethics for suppliers and business partners of Edge One Solutions.

It contains the basic values that guide our organization in its daily work. We are committed to working with partners who share our approach to business. Hence, each of our suppliers and partners should familiarize themselves with this code and adhere to its provisions.

We believe that by upholding high standards, we are able to collectively contribute to a positive transformation of the business environment.

1. Compliance with laws and business ethics

We require that our suppliers and business partners comply with laws and business ethics primarily in the following areas.

Protection of Personal Data

Compliance with European data protection laws and the principles of confidentiality of disclosed business information. Both throughout the course of the cooperation and after its termination.

Accounting and bookkeeping

Keeping transparent accounting records in compliance with current regulations and undergoing regular audits.

Anti-corruption regulations

Refraining from offering or accepting bribes and other financial or personal benefits to initiate/strengthen cooperation and achieve other business objectives.

Competition protection

Undertaking activities that comply with competition rules and free market principles.

2. Respecting human rights and labor laws

We require that our suppliers respect human rights when conducting their business and ensure that the same standards are observed by their business partners.

Prohibition of child labor

Our company categorically rejects any practice that violates the rights and dignity of children. Child labor is a violation of human rights, including the right to education and the right to a safe and healthy environment. We require a commitment from our suppliers that they do not exploit child labor at any stage of their operations, and act with full compliance with international conventions and local laws that regulate child labor.

Non-discrimination and fair treatment

Suppliers and business partners should promote and foster a work environment in which there is no room for discrimination, particularly on the basis of gender, race, ethnicity, religion, disability or any other personal characteristic protected by law. They should make every effort to treat their employees fairly, with dignity and respect, and to counter such practices as bullying, harassment, and intimidation in the workplace.

Labor Code

We expect our suppliers and business partners to respect the provisions of the Labor Code in matters related to the employment of personnel. First and foremost, the right to adequate and timely remuneration, vacation, benefits. They are also obliged to comply with the accepted standards of working hours and ensure appropriate working conditions including health and safety rules in accordance with regulations.

3. Corporate social responsibility

Edge One Solutions has been committed to acting in line with corporate social responsibility since the company's establishment. We expect a similar attitude from our suppliers and business partners. We expect our actions to be adapted to the scale of our business and proportional to our impact on the environment.

Environmental impact

We expect our suppliers and business partners to comply with the environmental requirements imposed by applicable regulations, and to take care to minimize the environmental impact of their operations. They should also endeavor to regularly assess and monitor the environmental impact of their business activities, manage and reduce the use of energy and other resources, minimize waste and emissions, and recycle all necessary materials.

Community activities

We encourage our suppliers and business partners to support social causes by joining fundraisers or collaborating with non-profit organizations. Through joint efforts, we can have an impact on improving the lives of those in need or contribute to meaningful social causes.

Reporting violations

Any violations or reasonable suspicions of violations of this Code should be reported directly to the company's management, at compliance@edge1s.com or via the **Whistlelink platform** (which allows for complete anonymity). Each time a report is made, the matter is investigated and the necessary action is taken.

The reporting person receives feedback on recommendations based on the findings. Reporting a suspected violation of the Code does not result in any negative consequences. Any person reporting an incident of violation is granted personal data protection and confidentiality.

Declaration

I hereby declare that I have familiarized myself with the above Code and accept its provisions.
I confirm that I adhere to the standards presented in the above Code in my daily business practice.

signature