



PartyDeco sp. z o.o., aware of its social responsibility, implements social standards, health and safety principles, and environmental requirements both within its own organization and entities participating in the supply chain. The supply chain includes all activities necessary to create the final product, performed both in Poland and abroad, from the extraction of raw materials to the delivery of the product to the end customer, for both PartyDeco-designed products and supplier products sold under the PartyDeco brand.

Operations in the above area include not only our own organization but also our direct and indirect suppliers and subcontractors. Together with our business partners, we aim to prevent human rights violations and environmental degradation in a sustainable way. In this respect, this Code of Conduct serves as the basis of our actions and simultaneously defines our requirements towards our partners.

The requirements of the present Code of Conduct are mandatory for all our partners as minimum standards. We also expect our partners to implement these requirements with their own business partners.

We expect all our business partners to allocate appropriate human resources, incorporate the following issues into internal procedures, develop an internal system to monitor compliance, and conduct regular risk analyses. In particular, we expect our business partners to ensure the transparency of their own supply chains and the availability of information at every stage. To this end, PartyDeco expects all its business partners to maintain transparent communication and monitor compliance with this Code of Conduct, both within their own operations and within the operations of their subcontractors.

We reserve the right to assess compliance with the requirements defined below by our employees and/or an authorized third party. These individuals have the right to conduct audits at the production site of any of our business partners at any time and without prior notice.

PartyDeco reserves the right to adjust its requirements towards business partners based on the results of risk analyses and to potentially terminate business relationships in the case of serious violations of this Code of Conduct and/or applicable law. The above also applies to cooperation with suppliers with whom PartyDeco has a long-term cooperation agreement.

## HUMAN RIGHTS

We commit to adhering to internationally recognized social standards and promoting humane work practices not only within our organization but also among our business partners with whom we have global business relationships.



To this end, our business partners should adhere to the following prohibitions and requirements:

#### Prohibition of Child Labor

The employment of individuals under the age of 15 is prohibited. Children (persons under 18 years of age) must not perform work that, due to its nature or the conditions under which it is carried out, may endanger their health, safety, or morals. All forms of slavery or slave-like practices, such as human trafficking, debt bondage, and serfdom, as well as forced or compulsory labor, including any involvement of children in armed conflicts, are strictly prohibited.

#### Prohibition of Forced Labor

The employment of individuals in forced labor is prohibited. This prohibition includes any work or services demanded from individuals under the threat of penalty for non-performance and to which they have not voluntarily consented.

All forms of slavery, slave-like practices, serfdom, or other exploitation of authority in the work environment, including extreme economic or sexual exploitation and humiliation, are prohibited.

#### Prohibition of Discrimination

PartyDeco does not tolerate discrimination against any individuals, particularly on the grounds of nationality, ethnic or social origin, health status, disability, sexual orientation, age, gender, political beliefs, or religion. Employees performing equal work should receive equal pay.

#### Freedom of Association

All employees should have the right to form and join organizations that represent them, as well as to participate in collective disputes. Employees must not be discriminated against for joining or being members of such an organization. The establishment, joining, or membership in an employee representation must not be grounds for any reprisals against an employee. Trade unions are ensured freedom of action, the right to strike, and the conduct of collective bargaining in accordance with applicable national laws.

## WORKING CONDITIONS

All forms of oppression and exploitation of authority in the workplace, such as economic or sexual exploitation or humiliation, are prohibited.



## Zero Tolerance for Workplace Violence

We declare adherence to human rights and protection against any forms of violence. We expect our business partners to provide their employees with safe workplaces free from various forms of abuse (such as physical violence or disciplinary measures, sexual or other harassment, verbal abuse, intimidation, or bullying). Employers should not evade obligations arising from labor law and employment contracts. Employment contracts should be voluntary. Employees must receive understandable written employment contracts, prepared in the official language of the place of work.

## Working Hours and Pay

Working hours must comply with local laws. The regular workweek should not exceed 48 hours, with at least one day off per week and a limit of 12 overtime hours per week. Overtime should be voluntary and not exceed the limits set by local law. Overtime work should be unplanned and must meet legal requirements. Compensation for overtime should include a premium in addition to the regular pay. Furthermore, employees are entitled to at least one day off after six consecutive days of work.

Pay for a regular workweek must be at least equal to the statutory minimum wage or the industry minimum and always sufficient to meet the basic needs of employees and their families, providing some additional income.

## Employee Management

Employees should have access to educational and training programs. Management, supervisors, and employees in managerial roles must demonstrate a humane management style and actively contribute to employee development.

## SAFE AND HYGIENIC WORKING CONDITIONS

The company provides employees with a safe and hygienic working environment in workplaces and, where applicable, safe and hygienic living conditions in residential facilities provided for employees. This also includes access to clean drinking water and sanitary facilities.

We expect the provision of appropriate safety and hygiene conditions based on up-to-date and specialized knowledge regarding potential hazards. Prevention should aim to avoid accidents and injuries and health risks, both during and after working hours. All business partners must implement occupational health and safety and fire protection regulations. Workstations and equipment must meet the requirements specified in relevant safety standards and norms. Appropriate measures should be taken to prevent potential health hazards caused by chemical, physical, or biological materials. Moreover, work must be organized in a way that employees are



not subjected to excessive physical or mental exhaustion. Employees must have appropriate education, training, and instruction to perform the assigned work.

## ENVIRONMENT

Business operations should consider the need for rational management of natural resources and environmental protection.

Harmful environmental impacts, such as emissions to air, water, and soil, should be eliminated or minimized. Environmentally friendly solutions should be promoted.

Activities that involve soil alterations, water pollution, air pollution, harmful noise emissions, or excessive water use, causing water shortages for drinking or sanitation purposes, food production disruptions, or health impacts, are prohibited. Such activities must not harm the health of others.

The storage and disposal of chemicals, production waste, household waste, and toxic substances should be carried out properly and in accordance with applicable national regulations. Activities involving non-environmental waste handling, collection, storage, and disposal, as well as the export of hazardous waste to countries that have banned the import of such waste or have not given written consent to import, are prohibited.

## BUSINESS ETHICS

Trust-based and respectful communication is essential for ensuring beneficial cooperation.

We expect honest business conduct that excludes all forms of corruption and bribery. We commit to complying with regulations and laws preventing money laundering and expect the same from our partners.

We expect abstention from agreements or actions that restrict free competition. Decisions should be based on facts and business objectives. Conflicts of interest should be avoided, and appropriate actions should be taken in case they occur.

When processing our property, intellectual property, or the intellectual property of third parties, we require a high level of information security assurance. Personal data should be treated as confidential and processed in accordance with relevant legal requirements.