

SUPPLIER CODE OF CONDUCT

Sustainable procurement requirements for carriers, subcontractors and service providers

Document ID	AL-ESG-SUP-001
Version	1.0
Issue date	30 July 2026
Document owner	Director of Transport and Forwarding
Next scheduled review	30 July 2027

Assessment scope: Aurum Logistic sp. z o.o., KRS 0001015587, NIP 6342925738, REGON 369697239; registered office: ul. gen. Józefa Longina Sowińskiego 46, 40-018 Katowice, Poland.

Aurum Logistic selects and manages suppliers using proportionate legal, operational, safety, financial and sustainability criteria. This Code sets minimum expectations and supports risk-based qualification, monitoring and corrective action.

1. Scope and supplier commitment

This Code applies to road carriers, freight forwarders, service providers, contractors and other suppliers providing goods or services to Aurum Logistic. Suppliers must apply these requirements to authorised subcontractors where relevant and remain responsible for their performance.

2. Legal compliance and business integrity

- Maintain all licences, registrations, permits, insurance and professional qualifications required for the service.
- Prohibit bribery, kickbacks, facilitation payments, fraud, falsification and other improper advantages.
- Disclose conflicts of interest and relationships that may affect impartial decision-making.
- Comply with competition law and do not coordinate prices, markets, customers or tenders unlawfully.
- Comply with applicable sanctions, customs, export-control, tax and anti-money-laundering requirements.
- Protect confidential information, personal data, intellectual property and customer information.
- Maintain accurate records and provide truthful information during qualification, ordering, execution and review.



3. Human rights and working conditions

- Use only legal and voluntary employment or engagement arrangements.
- Prohibit child labour, forced labour, human trafficking, document retention and unlawful recruitment fees.
- Comply with requirements on wages, working time, driving time, breaks and rest.
- Prohibit discrimination, harassment, bullying, violence and degrading treatment.
- Respect freedom of association, lawful worker representation, privacy and access to grievance mechanisms.

4. Health, safety and transport security

- Use qualified, authorised and fit-for-duty drivers and personnel.
- Maintain safe, roadworthy vehicles and equipment and complete legally required inspections.
- Plan and execute transport in compliance with road-safety, driver-hours, loading, cargo-securing and site rules.
- Provide required instructions, training and personal protective equipment.
- Report accidents, near misses, cargo-security events, damage, loss, spills and material safety risks without delay.
- Comply with ADR and other dangerous-goods requirements whenever applicable.

5. Environmental requirements

- Comply with environmental laws and prevent pollution, spills and improper waste handling.
- Maintain vehicles to reduce fuel use, emissions, leakage and excessive noise.
- Provide vehicle emission-class information when requested and support preference for EURO 6 vehicles where feasible.
- Use route, load and fuel-efficiency practices that reduce avoidable emissions and empty mileage.
- Report material environmental incidents connected with services for Aurum Logistic.
- Cooperate in reasonable requests for environmental and emissions data relevant to the service.

6. Subcontracting

A supplier may not subcontract transport without prior written approval where the order or agreement requires such approval. The supplier must identify the executing carrier, verify its eligibility, flow down applicable requirements and maintain an auditable chain of responsibility. Unauthorised re-brokering or concealment of the executing carrier is prohibited.

7. Qualification and monitoring

Verification is proportionate to risk and may include legal registration, transport licence, OCP insurance, vehicle documents, references, exchange history, financial condition, sanctions and adverse-media screening, safety history, emission class and an ESG self-assessment.

- New suppliers are screened before approval using the current qualification requirements.
- Critical, high-risk or long-term suppliers may receive enhanced or more frequent review.
- Performance is reviewed periodically and after material incidents, complaints, claims or compliance concerns.
- Assessment outcomes may be approved, conditionally approved, suspended or excluded, with documented reasons.

8. Evidence, audit and corrective action

Suppliers must retain relevant evidence and provide it on reasonable request. Aurum Logistic may verify compliance directly or through a competent third party, subject to confidentiality and proportionality. Where a non-conformity is identified, the supplier must cooperate on root-cause analysis and a time-bound corrective-action plan. Serious or repeated breaches may result in suspension, rejection of loads, termination or notification to competent authorities where required.

9. Reporting concerns

Suppliers and their workers may report concerns confidentially to compliance@aurumlogistic.eu or in writing to the Company's registered office marked 'Confidential - Whistleblowing'. Retaliation against a person who reports a concern in good faith is prohibited.

10. Sustainable procurement objectives

- Apply the current legal, safety and ESG screening form to new carrier onboarding.
- Include sustainability requirements in new or renewed framework arrangements where relevant.
- Review the supplier base and supplier-risk controls at least annually.
- Track completed reviews, outcomes, incidents and corrective actions to support management review and continual improvement.

11. Supplier acknowledgement

Acceptance of an order, contract or onboarding requirement referencing this Code constitutes a commitment to comply with its applicable provisions. Aurum Logistic may request a separate signed acknowledgement where appropriate.

Approval authority: Wojciech Pielok, Director of Transport and Forwarding. The document becomes effective upon documented approval.

Approval date: 30/07/2026

Signature: _____

Dyrektor Transportu i Spedycji
Wojciech Pielok