



Code of Conduct and Good ESG Practices of the Suppliers of the PZU Group

Introduction

The Capital Group of Powszechny Zakład Ubezpieczeń Spółka Akcyjna, hereinafter referred to as the 'PZU Group'*, is one of the largest financial groups not only in Poland, but also in Central and Eastern Europe. The value of the PZU Group is built, inter alia, according to the rules laid down in this Code of Conduct and Good ESG Practices.

Social responsibility and transparency are important elements of the business strategy. The PZU Group conducts its economic activities under the highest ethical standards and is based on a value system of stability, integrity, responsibility and innovation. This philosophy also applies to the relationship that the PZU Group establishes with its Suppliers, who are important business partners. We are aware that our activities have a significant economic, social or environmental impact. We want to conduct our economic activities by observing the rules of both transparency and prudence in selecting the responsible Suppliers who will share with us the values of this Code and guarantee the PZU Group full integrity in all business transactions.

We require that Suppliers observe the standards and rules that we ourselves apply in our economic activities. 'Code of Conduct and Good ESG Practices of the Suppliers of the PZU Group' is a set of rules both for the PZU Group and for all its Suppliers, and conducting economic activities under this Code and promoting its values is a mandatory criterion for the qualification and evaluation of the prospective Suppliers.

Society



The PZU Group conducts its economic activities with respect for generally applicable provisions of law, safety and labour standards, health protection and respect for human rights, according to the Human Rights Policy of the PZU Group. In order to pursue this objective, the PZU Group observes these rules in its procurement policy, information protection procedures, occupational health and safety procedures. The PZU Group endeavours to shape the attitudes of its Suppliers in this regard and expects that they respect and will respect human rights, including: counteracting and will counteract discrimination in their economic activities. Our Suppliers and their employees can report human rights infringements related to their cooperation with PZU Group entities to the e-mail address: rzecznikklienta@pzu.pl.

Requirements to be met by the Suppliers



The Supplier ensures that human rights are respected in its economic activities. Informs its employees of their rights, provides appropriate mechanisms for communication and reporting of possible human rights infringements within its operations.



The Supplier ensures a safe and ergonomic workplace for its employees. Ensures that employees are paid a fair remuneration for their work. Respects employees' right to freedom of association.



The Supplier does not tolerate any form of slave or forced labour. Observes applicable provisions of law concerning the prohibition of child labour.



The Supplier manages employees and the workplace responsibly. It ensures the development of its employees' competencies, takes care of the work-life balance of its employees) and defines its objectives in this respect.



The Supplier ensures equal treatment in the workplace and does not engage in any discriminatory practices on the basis of age, gender, disability or race. It absolutely prohibits mobbing and other forms of harassment.

Environment



The PZU Group intensifies its efforts and undertakes activities to contribute to mitigating climate change and improving the quality of the environment. Its activities focus on relevant insurance products, including:

- the method of their delivery and information on ESG-based investment fund offerings,
- the financing of major investments in Renewable Energy Sources (RES),
- the development of innovation in environmental risk reduction and climate change mitigation.

The PZU Group takes measures to reduce its direct impact on the environment. It monitors its consumption of natural resources and takes action to reduce it. It also wants to be a promoter and partner of 'green' change among its Suppliers, clients and business and social partners. This is why we expect the Suppliers of the PZU Group to observe environmental and climate change protection rules.

Requirements to be met by the Suppliers



The supplier seeks to recycle secondary raw materials and reduce the amount of waste produced. Responsibly manages unavoidable waste. Properly disposes of hazardous waste and monitors the environmental load of its activities.



The Supplier monitors emissions of greenhouse gases, exhaust gases and dust. It takes measures to reduce them. Manages its fleet of vehicles wisely and selects vehicles with eco-friendly propulsion, lower capacity, fuel consumption and thus emissions. Sets reduction objectives and strives for climate neutrality.



The Supplier makes rational use of natural resources. Minimises the consumption of electrical and thermal energy. Prefers the use of energy from renewable energy sources. Reduces water consumption and prevents water pollution.



The Supplier is actively taking measures to protect the environment and restore biodiversity. It promotes such pro-environmental behaviour among its employees and contractors and conducts environmental education among them.

Governance



Corporate governance reflects the vision and values that guide the PZU Group on a daily basis. It also includes ensuring the security of personal data entrusted to the PZU Group by clients and business partners. We enforce the highest standards of personal data protection that apply to the PZU Group consistently. This applies in particular to the Suppliers to whom we entrust clients' personal data. These values set the standards in our day-to-day operations and support the strategic vision of the development of the PZU Group.

Requirements to be met by the Suppliers



The Supplier applies the highest business standards in terms of the rules of fair and free competition and integrity, as well as reliability and credibility in its communications with the client.



The Supplier observes the rules resulting from the anti-corruption standards, set out in the PZU Group, including: the Anti-Corruption Policy of PZU S.A. and PZU Życie S.A.



The Supplier protects and does not disclose confidential information obtained in the course of the cooperation.



The Supplier avoids and prevents situations conducive to the occurrence of conflicts of interest, both in the process of applying for cooperation with the PZU Group and during its term and prevents them. The Supplier respects sanctions and embargoes.



The Supplier respects the ownership of intellectual, personal and property rights. The Supplier observes provisions of law and regulations that arise from the specifics of its economic activities.



The Supplier ensures that its employees continuously improve themselves in terms of the applicable ethical business standards and provisions of law.



The Supplier applies all guidelines and obligations imposed and arising from the GDPR and national regulations in the area of personal data protection.



The Supplier takes the utmost care to select such contractors who also meet these requirements. Furthermore, it educates its employees and enforces them to comply with the GDPR and national data protection regulations.

*) The PZU Group, as defined herein consists of the following entities:

Powszechny Zakład Ubezpieczeń S.A., Powszechny Zakład Ubezpieczeń na Życie S.A., Towarzystwo Funduszy Inwestycyjnych PZU S.A., Powszechne Towarzystwo Emerytalne PZU S.A., Link4 Towarzystwo Ubezpieczeń S.A., Towarzystwo Ubezpieczeń Wzajemnych Polski Zakład Ubezpieczeń Wzajemnych, PZU Zdrowie S.A. and subsidiaries of PZU Zdrowie S.A., Armatura Kraków S.A., PZU Centrum Operacji S.A., PZU Pomoc S.A., PZU LAB S.A., PZU Cash S.A., PZU Finanse sp. z o.o., Ogrodowa-Inwestycje sp. z o.o., Tower Inwestycje sp. z o.o., Omicron BIS S.A., Ipsilon sp. z o.o., Tulare Investments sp. z o.o. and PZU Projekt 01 S.A.