



CSR Supplier Letter

BNP Paribas Bank Polska S.A.

On account of its joining the United Nations *Global Compact* initiative in June 2003, the BNP Paribas Group has declared its willingness to apply and promote the basic principles of Corporate Social Responsibility (CSR) and Sustainable Development in all areas of its activity. As a consequence, the Group is committed to ensuring a responsible procurement policy and expects its suppliers to commit to observing the principles of ethics, respecting working conditions and meeting the social and environmental criteria set forth in this CSR Suppliers Letter.

I. BNP PARIBAS BANK POLSKA S.A. BELONGS TO THE BNP PARIBAS GROUP, WHICH MEANS THAT BNP PARIBAS BANK POLSKA S.A. ALSO DECLARES ITS WILLINGNESS TO APPLY AND PROMOTE THE PRINCIPLES OF THE UNITED NATIONS *GLOBAL COMPACT* INITIATIVE.

1. Responsible supplier selection process

BNP Paribas Bank Polska S.A. promotes and adheres to the principles of fair competition and equal treatment of suppliers as part of its procurement policy and conducts its procurement procedures by providing bidders with clear preliminary information about the terms and conditions applicable to the procurement process.

2. Equal treatment of suppliers in financial matters

BNP Paribas Bank Polska S.A. undertakes to apply payment terms in accordance with the law and the provisions of agreements binding upon it, as long as the goods or services are delivered in line with the agreement.

3. Reducing the risk of interdependence

The intention of BNP Paribas Bank Polska S.A. is not to incur excessive debt towards suppliers.

BNP Paribas Bank Polska S.A. intends not to engage in business relations with suppliers having excessive debts to BNP Paribas Bank Polska S.A.

BNP Paribas Bank Polska S.A. wishes to avoid monopolies. If such a situation occurs, BNP Paribas Bank Polska S.A. will take steps to diversify the sources of supply.

4. Suppliers supporting CSR and sustainable development initiatives

BNP Paribas Bank Polska S.A. wishes to promote suppliers who support the BNP Paribas Group (including Bank BNP Paribas Bank Polska S.A.) in its CSR and Sustainable Development Policy, by taking their own initiatives, in particular in the field of environmental protection (reducing negative impact of business on the environment, preventive approach to the environment, initiatives aimed at promoting environmental responsibility) and the impact of business on the society (improving working conditions, intra-organisational diversity).

5. Anti-corruption



BNP Paribas Bank Polska S.A. counteracts corruption, in particular it combats attempts at unfair and corrupt behaviour of its employees in connection with the conclusion of agreements with suppliers.

6. Respect for trade secrets and intellectual property

BNP Paribas Bank Polska S.A. seeks to establish a trust-based sustainable relationship with its suppliers, by ensuring strict confidentiality of the transferred non-public information, as well as intellectual property rights of its suppliers, in compliance with applicable laws.

7. Participation of small and medium-sized enterprises in the procurement procedure

BNP Paribas Bank Polska S.A. applies a procurement policy which allows small and medium-sized suppliers to participate in the procurement procedure.

8. Dispute resolution

In the event of disputes with suppliers, BNP Paribas Bank Polska S.A. strives to settle such disputes amicably.

II. SUPPLIER'S OBLIGATIONS

1. Adherence to ethical principles

The Supplier undertakes not to attempt to conclude an agreement with BNP Paribas Bank Polska S.A. by using unfair or corrupt practices. In particular, the Supplier undertakes not to offer anyone any gifts, invitations or benefits (regardless of their form, type or value) in the course of the supplier selection procedure. After the end of the supplier selection procedure under which BNP Paribas Bank Polska S.A. has selected the Supplier, the offering of gifts between BNP Paribas Bank Polska S.A. and the Supplier is permitted, as long as their value does not violate the applicable standards of social coexistence.

When acting as a recommender or an intermediary between BNP Paribas Bank Polska S.A. and the final supplier, the Supplier undertakes not to accept any compensation or remuneration from the final supplier (regardless of their form, type or value) during the term of the contract, without the written consent of BNP Paribas Bank Polska S.A.

The Supplier undertakes not to use any anti-competitive practices (illegal agreements, abuse of a dominant position which may prevent, restrict or distort an effective competitive process).

2. Compliance with working and safety conditions

The Supplier represents that it supports efficient and adequately paid work.

The Supplier undertakes to provide its employees with safe working conditions and social protection.

The Supplier undertakes to comply with the principles of "equal opportunities" and equal treatment of persons of different sexes and identities in employment



The Supplier undertakes to create jobs, respect employment rights (including the right of association), extend social protection and promote social dialogue in accordance with the law.

3. Compliance with juvenile labour regulations

The Supplier undertakes to comply with the law on juvenile labour. The Supplier undertakes not to employ persons under 16 years of age.

4. Combating forced labour

The Supplier undertakes not to use forced or compulsory labour within the meaning given by the International Labour Organization; the term “forced or compulsory labour” should be understood as any work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

The Supplier shall take effective measures to immediately and completely abolish forced or compulsory labour.

The Supplier agrees not to mistreat employees, which includes a prohibition of any practice that constitutes modern slavery and human trafficking.

5. Non-discrimination

The Supplier undertakes not to discriminate, exclude or privilege persons on the grounds of age; sex; gender identity; sexual orientation; geographical, ethnic and social origin; nationality; level of fitness and health; religion or irreligiousness; political opinions; trade union membership; marital status; lifestyle and other characteristics, preferences or grounds exposing one to discriminative behaviour, resulting in the nullification or impairment of equal opportunities or equal treatment, in particular as regards employment, pursuit of profession or division of work.

The Supplier undertakes to respect the rights of employees with disabilities.

6. Equitable remuneration

The Supplier shall ensure that its employees are well-remunerated, by paying them a salary which lets them meet their basic needs and which is consistent with the regulations regarding remuneration, working hours and breaks in force in the countries of activity.

7. Freedom of association of workers

The Supplier undertakes to respect of the freedom of association, the right to join organisations and the right to collective bargaining by the persons employed by the Supplier.

8. Protection of the environment



The Supplier undertakes to minimise the impact of its business on the environment and to control the consumption of water, energy and natural resources.

The Supplier undertakes to implement a waste management policy that promotes waste segregation, recycling and treatment.

The Supplier shall make every effort to raise employees' awareness of the environmental impact of their activities.

The Supplier undertakes to develop environmentally friendly technologies by limiting the environmental impact of the products and services throughout their lifecycle.

9. Respect for trade secrets and intellectual property

The Supplier undertakes to ensure strict confidentiality of the transferred non-public information, as well as intellectual property rights of the bank or third parties, in compliance with applicable laws.

10. Promoting the principles of corporate social responsibility and sustainable development

The Supplier undertakes to promote the provisions referred to in this CSR Suppliers Letter among its suppliers and subcontractors and to ensure that its suppliers and subcontractors adhere to the provisions.

The Supplier undertakes to implement a monitoring system enabling it to prevent risks related to the ESG (Environmental, Social, Governance) factors: impact on the environment, society or governance aspects throughout the supply chain, and to take actions if such risks arise.

11. Information obligations of the Supplier

The Supplier shall immediately inform BNP Paribas Bank Polska S.A. of any breach of the Supplier's obligations set forth in this CSR Suppliers Letter or cases where the Supplier is unable to comply with the obligations set forth in this CSR Suppliers Letter. At the same time, the Supplier undertakes to present an action plan to remedy the identified breaches or deficiencies. BNP Paribas Bank Polska S.A. may approve or reject the Supplier's action plan, taking into account the adequacy of the planned measures and the time limit for adjusting the Supplier's activities to the requirements and obligations specified in this CSR Suppliers Letter.

At a written request of BNP Paribas Bank Polska S.A., the Supplier will let BNP Paribas Bank Polska S.A. conduct, at the Supplier's site and on a mutually agreed date, an audit / inspection of the Supplier's compliance with the obligations set forth in this CSR Suppliers Letter.

12. Default

By concluding an agreement with BNP Paribas Bank Polska S.A., the Supplier accepts the obligations set forth in this CSR Suppliers Letter.

Should the Supplier be in breach of the obligations set forth in this CSR Suppliers Letter and fail to remove the



breach within an additional period of 30 days from the date of receipt of a call from BNP Paribas Bank Polska S.A. to remove the breach, BNP Paribas Bank Polska S.A. will be entitled to terminate the agreement with the Supplier.

Made in Warsaw, on in two (2) identical copies (in the case of a hand-signed version) or in an electronic version (in the case of electronic signatures).

SIGNATURES

SUPPLIER

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Signature

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Signature

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Full name and title

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Full name and title

Company stamp:

BNP PARIBAS BANK POLSKA S.A.

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Signature

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Signature

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Full name and title

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Full name and title

Company stamp: