

Policy on Child Labor

TELE-FONIKA Kable S.A.

TELE-FONIKA Kable S.A., as one of the global leaders in the cable and wire manufacturing industry, is a recognized and trusted supplier of products to global companies from various sectors, including the telecommunications, energy, electronics, shipbuilding, and mining sectors.

1. Introduction

In accordance with International Labor Organization Convention No. 138, the minimum age for admission to employment or work shall not be less than the age at which compulsory schooling ceases, and in any case shall not be less than 15 years, and the minimum age for any kind of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety, or morals of young persons shall not be less than 18 years.

2. Commitments and Scope

Taking into account the above-mentioned regulations, as well as any other universally applicable norms of international and national law concerning child labor, as part of the business operations:

- The Company opposes the use of child labor and sup-

port actions aimed at eliminating such practices;

- The Company prohibits the use of any form of child labor in all our organizational units;
- The Company expects its business partners and collaborators to maintain similar standards and comply with the law in the countries where they operate.

At the same time, by adhering to the highest standards, TELE-FONIKA Kable S.A. declares that it does not employ workers under the age of 18 for any type of work. The age of candidates is verified by the Human Resources and Administration Department before employment is initiated. Employment-related documents containing all legally required information about employees, including age, are kept in personnel files in accordance with regulations and are available for verification by authorized personnel or the relevant statutory authority.

3. Reporting Irregularities

The Company creates a business environment where it values labor rights and upholds open communication. Individuals who are victims or witnesses of non-compliance with the principles outlined in this Policy may file a complaint through dedicated communication channels:

- TFKable Group Compliance contact number **(+48 12 652 52 52)**
- Email address: compliance@tfkable.com
- Contact form on the website: <https://www.tele-fonika.com/en/contact-us>
- Personal submission to the **TFKCompliance** team or written report to the address: **TELE-FONIKA Kable S.A., H. Cegielskiego 1, 32-400 Myślenice**, with the note „**Compliance**”.

Complaints suggesting that this Policy has been violated in any way will be treated with the utmost confidentiality. Each complaint will be reviewed and explained, and corrective actions will be taken in situations requiring them. The **Compliance Officer** is responsible for the proper functioning of the complaint resolution mechanisms.

4. Responsibility

TELE-FONIKA Kable S.A. is committed to ensuring compliance with this Policy by exercising due diligence in undertaking all necessary actions for its operation. The Director of the Human Resources and Administration Department is responsible for monitoring compliance with this Policy, reviewing the Policy for

relevance and adequacy to the Company's activities, reporting related issues, and taking necessary corrective actions when required.

5. Board Declaration

Understanding the importance and significance of the Policy on Child Labor at TELE-FONIKA Kable S.A., the Company's Board declares its commitment to providing necessary resources and full support, cooperation, and determination in implementing the provisions of this document. The Policy on Child Labor will be regularly reviewed and published to ensure its ongoing relevance and adequacy to the Company's operations.

Release date: Myślenice, 16/04/2025

The Management Board of TELE-FONIKA Kable S.A.