

Human Rights and Diversity Policy

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 companies worldwide in various sectors, including telecommunications, energy, electronics, shipbuilding and mining.

Respecting human rights and embracing diversity are of fundamental importance in the everyday operations of TELE-FONIKA Kable S.A.

The Company's Human Rights and Diversity Policy has been established to create and promote a work environment where everyone upholds human rights and is treated equally. This Policy is based on principles defined in:

- **The Universal Declaration of Human Rights;**
- **The International Bill of Human Rights;**
- **The 10 Principles of the UN Global Compact;**
- **UN Guidelines on Business and Human Rights;**
- **OECD Guidelines for Multinational Enterprises.**

Furthermore, TELE-FONIKA Kable S.A. holds shares in foreign companies engaged in manufacturing (production facility in Serbia) and trade (companies in the United Kingdom, Germany, the United States, and Lithuania). These companies, along with TELE-FONIKA Kable S.A., constitute the TFKable Group.

1. Commitments and Scope

Aligned with the principles outlined in the aforementioned documents, The Company requires all TELE-FONIKA Kable S.A. employees (regardless of employment type), as well as suppliers, subcontractors, customers and other business partners. The Company collaborates with, to:

- respect human rights in accordance with the above guidelines and prevent situations that could lead to violations of these rights;
- respect workers' rights to associate, including forming or joining labor unions;
- adhere to equal opportunity principles, especially in areas such as recruitment, training, competency development, performance evaluation, access to promotions and benefits and salary levels;
- consider the perspectives of internal and external stakeholders and engage in dialogue with their representatives tailored to their and the Company's needs and at an appropriate frequency;
- ensure a safe and healthy work environment in accordance with applicable safety and health regulations, internal regulations and requirements, minimize the risk of accidents, injuries and health hazards;

- conduct business fully in compliance with the law regarding compensation, working hours, overtime and other employee benefits.

The Company does not accept:

- any forms of forced labor, human trafficking or modern slavery;
- child labor where prohibited by local law and the employment of individuals under the age of 18 in hazardous positions as defined by the **International Labour Organization's** convention;
- any forms of discrimination or harassment based on age, gender, origin, skin color, religion, political beliefs, health status, gender identity, sexual orientation, family or financial situation, or other factors;
- any forms of harassment, exploitation, abuse, or violence as defined by the regulations of the country in which The Company operates.

To adhere to these principles, TELE-FONIKA Kable S.A. incorporates diversity and human rights considerations into core management, operational and decision-making processes, which encompass relationships with key stakeholder groups: employees, suppliers and subcontractors, customers and other business partners and communities. The Company maintains ongoing dialogues with these groups

to prevent breaches of established human rights and diversity principles, to identify related risks early and to mitigate against human rights violations.

2. Reporting Irregularities

The Company is building a business that values labor rights and encourages open communication. Individuals who are victims of or witnesses to violations of the principles outlined in this Policy can file complaints through dedicated communication channels:

- TFKCompliance phone line: **+48 12 652 52 52**;
- email address: **compliance@tfkable.com**;
- contact form on the website:
<https://www.tele-fonika.com/en/contact-us>;
- directly or by post to the TFKCompliance team (address: **TELE-FONIKA Kable SA, ul. H. Cegielskiego 1, 32-400 Myślenice**), with “**TFKCompliance**” noted.

Complaints suggesting any violation of this Policy will be treated with the utmost confidentiality. Each complaint will be reviewed and addressed and remedial actions will be taken where required. The **Compliance Officer** is responsible for the proper functioning of complaint resolution mechanisms.

3. Responsibility

TELE-FONIKA Kable S.A. is committed to ensuring compliance with this Policy by exercising due diligence in all necessary actions for its implementation. The **Compliance Officer**, as owner of this Policy, is responsible for monitoring the Company's impact on human rights, reviewing the Policy's relevance and adequacy to the Company's operations, reporting policy-related issues and taking necessary correcting actions when needed.

4. Management Board Declaration

Understanding the significance of the Human Rights and Diversity policy TELE-FONIKA Kable S.A. declares its commitment to providing the means necessary to implement the provisions of this document and pledge its full support, cooperation and dedication in this regard.

The Policy will be regularly reviewed and published to ensure its ongoing relevance and adequacy with respect to the Company's activities.

Release date: Myślenice, 16/04/2025

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