

ELPLC S.A. CODE OF CONDUCT

ELPLC S.A. is committed to conducting its business in an ethical, responsible, and legally compliant manner. This Code of Conduct outlines the standards of behavior expected from all employees, business partners, and stakeholders, forming the foundation of our organizational culture.

1. Zero Tolerance Policy

ELPLC S.A. enforces a strict **zero tolerance** policy regarding:

- a. child labor and forced labor,
- b. bribery, corruption, and unethical influence,
- c. unauthorized subcontracting,
- d. conducting business without required licenses, permits, or certifications.

Any violation of these principles will result in immediate action, including termination of cooperation.

2. Human Rights and Labor Standards

ELPLC S.A. complies with international standards in the field of human rights and working conditions:

- a. It prohibits the employment of minors and all forms of forced labour.
- b. It recognises the right of workers to associate and bargain collectively.
- c. It ensures safe and hygienic working conditions in accordance with health and safety regulations.
- d. It guarantees remuneration in accordance with applicable regulations and complies with working time limits.
- e. It does not allow discrimination on the basis of sex, age, race, religion, disability, sexual orientation or other characteristics protected by law.
- f. It strongly opposes all forms of violence, intimidation, harassment and degrading treatment.

3. Transparency and anti-corruption

- a. The activity of ELPLC S.A. is based on honesty, transparency and the principles of business ethics.
- b. Any form of corruption, bribery and unethical incentives are prohibited.
- c. Employees and business partners are obliged to avoid conflicts of interest and report potential threats.

4. Environmental protection

- a. ELPLC S.A. takes measures to minimize its impact on the natural environment.
- b. It applies the principles of waste segregation, rational resource management and energy efficiency.
- c. It promotes the use of environmentally friendly technologies and materials.

5. Compliance with regulations and standards

- a. The company operates in accordance with applicable national and European law, including labor law, environmental protection, personal data and health and safety.
- b. It complies with industry norms and certification standards such as ISO, TISAX, REACH and others specific to the industrial automation sector.
- c. Maintaining compliance with standards is a prerequisite for building trust and lasting business relationships.

6. Accountability and reporting of violations

- a. ELPLC S.A. encourages you to report any violations of this Code and unethical behavior through designated communication channels.
- b. All reports are taken seriously, handled confidentially and in accordance with applicable procedures.
- c. The company promotes a culture of openness, responsibility and continuous improvement.

Summary

Compliance with the principles contained in the Code of Conduct of ELPLC S.A. is the responsibility of every employee, contractor and business partner. Together, we build a culture of responsibility, respect and professionalism that underpins our reputation and long-term success.