

BRISK RESPONSIBLE SOURCING POLICY

WORKING IN PARTNERSHIP WITH OUR PARTNERS

Introduction

Partnerships based on responsible sourcing strengthen our supply chain and the businesses within it. They help us mitigate risk and build trust among consumers and stakeholders.

BRISK Responsible Sourcing Policy (RSP) was created in 2022 to reinforce our commitment of working together with our suppliers towards a long-term, sustainable and successful future for all parties. The RSP is instrumental in ensuring we deliver our business objectives while making a positive social impact on the lives of millions of people in our supply chains around the world and reducing our environmental impact. These ambitions are at the core of our BRISK Sustainable Living Plan (BSLP).

The RSP includes a set of Mandatory Requirements which all our suppliers need to meet to be able to do business with BRISK. Beyond this, we encourage our suppliers to move from the Mandatory Requirements, to Good Practice, and onwards to Best Practice – BRISK is committed to work with our suppliers on this journey of continuous improvement.

We strongly believe that this journey will benefit both BRISK and our supplier partners – by helping communities and the environment flourish, we create the right conditions for sustainable business growth.

Aleš Barták, Head of purchasing department

THE FUNDAMENTAL PRINCIPLES

Every aspect of this policy is focused on achieving and upholding the Fundamental Principles, which are both the foundation and vision to realize our responsible business ambitions. As we work with suppliers who share and commit to these Principles, within their own business and across their extended supply chain, we will be able to effect change.

THE FUNDAMENTAL PRINCIPLES ARE:

- Business is conducted lawfully and with integrity.
- All workers are treated equally and with respect and dignity.
- Work is conducted on a voluntary basis.
- All workers are of an appropriate age.
- All workers are paid fair wages.
- Working hours for all workers are reasonable.
- All workers' health and safety are protected at work.
- All workers have access to fair procedures and remedies.
- Work is conducted on the basis of freely agreed and documented terms of employment.
- All workers are free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively.
- Land rights of communities, including indigenous peoples, will be protected and promoted.
- Business is conducted in a manner which embraces sustainability and reduces environmental impact.

MANDATORY REQUIREMENTS FOR DOING BUSINESS WITH BRISK

We require all suppliers who work with or for BRISK to respect and comply with these Mandatory Requirements.

1, BUSINESS IS CONDUCTED LAWFULLY AND WITH INTEGRITY

Compliance with Laws

All laws and regulations are complied with in the countries in which the supplier operates. All other applicable international laws and regulations are complied with including those relating to international trade (such as those relating to sanctions, export controls and reporting obligations), data protection and antitrust/competition laws.

Bribery

There is a prohibition on any and all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by the supplier.

Conflicts of Interest

All and any conflict of interest in any business dealings with BRISK, of which the supplier is aware, will be declared to BRISK to allow BRISK the opportunity to take appropriate action. Any ownership or beneficial interest in a supplier's business by a government official, representative of a political party or a BRISK worker are declared to BRISK prior to any business relationship with BRISK being entered into.

Gifts and Hospitality

Any business entertaining or hospitality with BRISK is kept reasonable in nature, entirely for the purpose of maintaining good business relations and not intended to influence in any way BRISK's decisions about how BRISK awards future business. Gift giving should occur sparingly and always be legitimate and aligned with company policies.

Confidential and Competitor Information

All competitor information is obtained and used legitimately and in compliance with all applicable laws and regulations. No attempt is made to divulge to BRISK any information about its competitors. Likewise, BRISK's confidential information must not be shared with any third party unless expressly permitted by BRISK.

Financial Records, Money Laundering and Insider Trading

All business and commercial dealings are transparently performed and accurately recorded in the supplier's books and records. There is no actual or attempted participation in money laundering. No confidential information in the supplier's possession regarding BRISK is used to either engage in or support insider trading.

Safeguarding Information and Property

BRISK's confidential information, know-how and intellectual property is respected and safeguarded. All information provided by BRISK that is not in the public domain is deemed confidential and it is only used for its intended and designated purpose. All and any personal information about individuals, such as BRISK's consumers or employees, is handled with full respect for the protection of their privacy and for all relevant privacy laws and regulations.

Product Quality and Responsible Innovation

Products and services are delivered to meet the specifications and quality and safety criteria specified in the relevant contract documents and are safe for their intended use. Research and development are conducted

responsibly and based on good clinical practice and generally accepted scientific, technological and ethical principles.

Reporting Concerns and Non-retaliation

All workers (whether directly employed or not) are provided with means by which to raise their concerns about any of these requirements and processes are in place to ensure that workers who raise concerns and speak up in good faith are protected from retaliation.

2, AGREED AND DOCUMENTED TERMS OF EMPLOYMENT

All workers, both permanent and casual, are provided with employment documents that are freely agreed and which respect their legal and contractual rights.

3, ALL WORKERS ARE TREATED EQUALLY AND WITH 3. RESPECT AND DIGNITY

All workers are treated with respect and dignity. No worker is subject to any physical, sexual, psychological or verbal harassment, abuse or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement. Discrimination based on race, ethnicity, age, role, gender, gender identity, color, religion, country of origin, sexual orientation, marital status, pregnancy, dependents, disability, social class, union membership or political views is prevented. In particular, attention is paid to the rights of workers most vulnerable to discrimination.

4, WORK IS CONDUCTED ON A VOLUNTARY BASIS

Under no circumstances will a supplier use forced labor, whether in the form of compulsory or trafficked labor, indentured labor, bonded labor or other forms. Mental and physical coercion, slavery and human trafficking are prohibited.

5, ALL WORKERS ARE OF AN APPROPRIATE AGE

Under no circumstances will a supplier employ individuals under the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher. When young workers are employed they must not do work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school.

6, ALL WORKERS ARE PAID FAIR WAGES

All workers are provided with a total compensation package that includes wages overtime pay, benefits and paid leave which meets or exceeds the legal minimum standards or appropriate prevailing industry standards,

whichever is higher, and compensation terms established by legally binding collective bargaining agreements are implemented and adhered to.

7, WORKING HOURS FOR ALL WORKERS ARE REASONABLE

Workers are not required to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. All overtime work by workers is on a voluntary basis.

8, ALL WORKERS ARE FREE TO EXERCISE THEIR RIGHT TO FORM AND/OR JOIN TRADE UNIONS OR TO REFRAIN FROM DOING SO AND TO BARGAIN COLLECTIVELY

The rights of workers to freedom of association and collective bargaining are recognized and respected. Workers are not intimidated or harassed in the exercise of their right to join or refrain from joining any organization.

9, ALL WORKERS' HEALTH AND SAFETY ARE PROTECTED AT WORK

A healthy and safe workplace is provided to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of the employer's operations.

10, ALL WORKERS HAVE ACCESS TO FAIR PROCEDURES AND REMEDIES

All workers are provided with transparent, fair and confidential procedures that result in swift, unbiased and fair resolution of difficulties which may arise as part of their working relationship.

11, LAND RIGHTS OF COMMUNITIES, INCLUDING INDIGENOUS PEOPLES, WILL BE PROTECTED AND PROMOTED

The rights and title to property and land of the individual, indigenous people and local communities are respected. All negotiations with regard to their property or land, including the use of and transfers of it, adhere to the principles of free, prior and informed consent, contract transparency and disclosure.

12, BUSINESS IS CONDUCTED IN A MANNER WHICH EMBRACES SUSTAINABILITY AND REDUCES ENVIRONMENTAL IMPACT

Operations, sourcing, manufacture, distribution of products and the supply of services are conducted with the aim of protecting and preserving the environment.

13, RESPONSIBLE SOURCING OF MINERALS/SUBSTANCES AND RAW MATERIALS

We require our suppliers to submit MDS in IMDS system as a part of the BRISK supplier PPAP and as it is described in our BRISK standard contracts, it is compulsory for the supplier to provide IMDS reporting timely and free of charge.

Conflict Minerals, Mica and Cobalt Commitments:

- BRISK in fulfilling its own ethical standards and the requirements of the Dodd-Frank-Act as well as the EU Regulation 2017/821 makes the following commitments:
- We support the target of the US legislation and the EU legislation and prohibit the abuse of human rights, associated with the extraction and trade of minerals and do neither directly nor indirectly support the armed forces that illegally control mines and/or logistic routes or any other kind of human rights abuse like forced labor or child labor.
- We require all our suppliers to agree and implement the same principles and standards of ethics as BRISK and cooperate with us in improving traceability and transparency in sourcing.
- We require our suppliers to assure that the metals/minerals are sourced only from mines and smelters outside the "Conflict-affected and high-risk areas ("CAHRAs") or mines and smelters which have been certified as "conflict free" by an independent third party, if sourced within the "CAHRAs"
- We require our suppliers to identify any minerals defined as "Conflict Minerals" under the scope of the Dodd-Frank-Act, the EU Regulation 2017/821 or required by other stakeholders and request the respective necessary information on it from our suppliers by using the international conflict minerals reporting template ("CMRT") or the extended minerals reporting template ("EMRT") in the case of cobalt and mica, developed by RMI (Responsible Minerals Initiative).

We also especially direct our suppliers to instruct their downstream suppliers to complete the CMRT (EMRT) until the smelter is identified. The completed documents must be submitted annually, latest 31.12.

14, ENVIRONMENTAL AND ENERGY SOURCE REQUIREMENTS

MINIMIZE PRODUCTION OF WASTE, STRIVE TO REUSE IT AND AVOID ITS GENERATION IF POSSIBLE

We require our suppliers make every effort to make sure that all their employees behave with respect to the environment by keeping their workplace clean and sorting waste. We require to choose suitable packaging materials for our products to minimize the environmental burden.

ENERGY EFFICIENCY OF PROCESSES AND SOURCES FROM RENEWABLE ENERGY

We require our suppliers:

- effectively use raw materials, materials and energy and reduce their consumption with the expected positive effect on the production of greenhouse gases (GHC).
- constantly make efforts to reduce the energy intensity of processes and machines and reduce energy consumption in all its forms.

- support the purchase of energy-saving products and services to reduce the energy intensity of production processes and buildings.
- wherever possible, increase the share of renewable energy in order to reduce CO2 emissions.
- support the introduction of technical changes to use alternative or renewable energy sources and use them where it is economically possible.

WATER QUALITY AND CONSUMPTION

We require our suppliers committed to permanently reducing water consumption and the efficiency of its use in the production of our products. Production processes must adapt to this and seek innovative solutions.

AIR QUALITY AND CONSUMPTION

We require our suppliers to take effective measures to reduce our emissions, such as dust or noise and others that could affect the health of people, animals or nature.

RESPONSIBLE HANDLING OF CHEMICALS

We are committed to minimizing or completely eliminating the use of substances that are harmful to the environment. We undertake to meet the requirements for handling chemical substances in accordance with the requirements of local laws and EU requirements with an emphasis on the protection of the health of natural persons, but also the environment.

IMPLEMENTATION AND DECLARATION OF COMMITMENT

BRISK Tábor requires its suppliers and business partners to recognize this Responsible Sourcing Policy. Suppliers and business partners are required to oblige their suppliers and business partners to comply with equivalent ethical, social and legal principles. The BRISK Responsible Sourcing Policy is communicated inside and outside our company and made available by email.

Tábor, dated 22 January 2024

Mojmír Čapka

Chairman of the Board