

SUSTAINABLE PROCUREMENT POLICY

This policy applies to all strategic suppliers and subcontractors of ZIPPER. In its relationship with suppliers and partners, ZIPPER acts with respect, impartiality, and fairness toward each of them. In this context, our procurement officers are trained to make decisions solely based on the Company's best interest, through responsible and sustainable conduct, while minimizing environmental impact. Contractual relationships thus established with full integrity are balanced and allow for agreements that are mutually respected.

Through this policy, we request our suppliers and partners to:

- Reject child labor;
- Allow freedom of association and collective bargaining;
- Prohibit forced labor;
- Share our commitment to the United Nations' Sustainable Development Goals (SDGs) as outlined in our Sustainability Policy;
- Adopt a zero-tolerance approach to corruption and bribery, in all forms and contexts;
- Foster a transparent and ethical organizational culture based on lawful behavior, prioritizing inclusion, quality of life, employee safety, and the well-being of local communities;
- Maintain a working environment that upholds fundamental human rights and dignity, free from violence, harassment, abuse, or exploitation;
- Promote diversity and reject all forms of discrimination, whether based on gender, sexual orientation, ethnicity, color, age, religion, or political beliefs;
- Operate in a manner that ensures environmental protection, including efficient use of resources, recycling/reuse of paper and cardboard packaging, paper recycling/reuse, and reduction of GHG emissions;
- Promote environmental protection practices throughout their own supply chains, such as efficient resource usage, proactive approaches to climate change, and reduction of emissions along the supply chain;
- Cascade these same commitments and values to their own suppliers.

ZIPPER encourages its suppliers and partners who become aware of any violation of this policy to report it via email at etica@ezipper.ro. All reports will be treated with the utmost confidentiality, and no retaliatory action will be taken against the whistleblower, who will be protected. Moreover, reports must be made in good faith and based on factual circumstances, supported by the objective judgment of the reporting party.