

# TRIO LINE POLSKA

## CODE OF CONDUCT

The Code of Conduct sets out the standards for Trio Line Polska ("TLPL"). Our company supports activities in accordance with ethical standards and equal treatment of all employees, regardless of their gender or origin.

We do not tolerate any form of corruption, bribery, unfair competition, discrimination or persecution. We attach great importance to ensure safe working conditions. The Code of Conduct defined the method of operation, designed to provide a safe and healthy work environment for all employees. We also care about the environment and we continually aim to reduce the environmental impact.

We hope that all of you will become familiar with our Code of Conduct and will apply its rules.

### **Business Ethics:**

Trio Line Polska conducts the business with ethical standards, which includes:

**1.1 Business Fair Trade Practices:** Trio Line Polska conducts their businesses in accordance with the highest standards of ethical behavior and in accordance with valid laws and regulations. TLPL does not tolerate price fixing or discrimination, or other unfair trade practices.

**1.2 Business Integrity:** Trio Line Polska maintains the highest standards of integrity in all business interactions. Corruption, extortion, and embezzlement are unacceptable by TLPL.

**1.3 Confidentiality and data protection:** Trio Line Polska ensures confidentiality and data protection of production technology, customer data, employees and other business partners.

### **Human Rights:**

Trio Line Polska respects human rights, workers' rights and is committed to the principles in each of the following areas:

**2.1 Wages and Benefits:** Compensation paid to workers comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

**2.2 Working Hours:** TLPL complies with the law regulations and provisions relating to working time of employees, including overtime, work on weekends and holidays.

**2.3 Layoffs Practice:** Trio Line Polska attaches particular importance to the stability of employment. Any dismissal of an employee is strictly justified and carried out in accordance with applicable law.

**2.4 Child Labor Avoidance:** TLPL does not employ children below the age where the law permits employment.

**2.5 Non-Discrimination:** TLPL does not accept discrimination in the workplace based on sexual orientation, race, color, religion, age, marital status, pregnancy, political affiliation, or disability in hiring and employment practices.

**2.6 Human Treatment:** Trio Line Polska respects worker's rights. Any physical or mental coercion, verbal abuse or inhumane treatment is prohibited and will be punished.

**2.7 Freedom of Association:** TLPL respects employee's rights to join or not join any lawful organization, including trade unions and works councils.

### **Occupational Health and Safety:**

Trio Line Polska ensures healthy and safety working environment for the employees in order to prevent accidents and injury to health by following the programs to improve this continuously, which includes:

**3.1 Safety and Working Environment:** Trio Line Polska continuously monitor and assess the risks associated with work at different positions. TLPL puts effort to control and minimize employee exposure to potential risk, and where it is impossible provide appropriate personal protective equipment, such as protective clothing, gloves, and masks. TLPL also provides adequate ventilation and lighting at workstation. All employees TLPL also have periodic safety training and are informed about the risks associated with their work.

**3.2 Security and Emergency Preparedness:** TLPL has strict requirements for the selection of security contractors. Emergency situations and incidents are identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, training, appropriate fire detection and appropriate equipment.

#### **3.3 Occupational Health, Injury, and Illness:**

All incidents, injuries caused at work are reported. TLPL ensures that all tools and equipment are periodically checked and reviewed to prevent injury to health of employee.

### **Environment**

Environmental considerations is an integral part of Trio Line Polska business practices and production processes of products.

TLPL fulfills the requirements in each of the following areas:

**4.1 Laws regulations:** TLPL complies with all applicable environmental laws and regulations which include maintaining the required environmental permits and registrations and following the operational and reporting requirements of such permits.

**4.2 Resource Reduction** – TLPL aims to reduce or eliminate solid and hazardous waste, wastewater, air emissions, energy and material consumption by implementing appropriate conservation measures in the production, maintenance, and facility processes, monitor, control, and reuse wastes generated from operations and industrial processes.

**4.3 Solid Waste and Hazardous Waste:** TLPL identifies, separates, and manages solid waste, chemicals and other materials categorized as a hazard according to law regulations in order to ensure their safe handling, movement, storage, recycling or reuse and disposal.

**4.4 Air Emissions and Greenhouse Gas:** TLPL monitors air emissions through periodic measurements of emissions and strives to minimize impact on the environment by usage of appropriate technical solutions, as well as reducing the usage of substances that have a negative impact on the environment or if it is possible eliminate them completely.

TLPL characterizes and monitors emissions and combustion generated from transport and gas heating as well as maximizing greenhouse gas reduction.

**4.5 Environmental management through life-cycle perspective:** TLPL aims to achieve energy efficiency, minimizes emissions and waste production in a life-cycle perspective.



Chief Executive Officer  
Bjørn Bahnsen