



TOMATEX Otrokovice, a.s.
Tř. Tomáše Bati 1678
765 02 OTROKOVICE
Česká Republika

Q07 v01/2023

CORPORATE SOCIAL RESPONSIBILITY/SUSTAINABILITY

Tomatex is committed to be a responsible corporate citizen. We expect our Suppliers to adhere to the elements of Tomatex's policies and requirements covering corporate social responsibility/sustainability.

LEGAL COMPLIANCE & ETHICAL BEHAVIOUR

We expect that our Suppliers will always act with integrity by obeying the letter and spirit of laws, regulations, standards and Tomatex policies that apply to them, regardless of where they do business, including:

- Antitrust and Competition Laws
- Anti-bribery laws
- Gifts & Entertainment limits or prohibitions
- Sanctions and Export Control Laws
- Responsible sourcing, including prohibitions on sourcing materials from areas of conflict
- Respect for Human Rights
- Diversity and Inclusion
- Health & Safety requirements
- Environmental Sustainability
- Preventions of Conflicts of Interest
- Protection of Tomatex resp. OEM Information and Intellectual Property

ENVIRONMENTAL RESPONSIBILITY

Tomatex's objective is to be a leader in health, safety and environmental practices. We are committed to environmental responsibility and have several programs designed to protect our environment and manage critical resources so as to sustain and replenish these resources for future generations. We expect our Suppliers to show the same dedication and commitment to the environment and recommend certification to ISO 14001 environmental standards. ISO 14001 certification is currently monitored, and Suppliers not currently holding environmental certification are encouraged to develop a plan of execution having the objective of achieving certification status. In support of managing impact on the environment, Suppliers should be monitoring and optimizing greenhouse gas emissions, water consumption and emissions of volatile organic compounds (VOCs), particulate matter and ozone depleting substances. In support of sustainability initiatives we encourage our Suppliers to effectively manage, monitor and optimize energy consumption through an effective energy management program. Tomatex, and its supply base, must meet all requirements of End-of-Life Vehicle (ELV), International Material Data System (IMDS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and China Automotive Material Data System (CAMDS) directives. As required, Suppliers shall comply with applicable standards on the classification, packaging and labeling of hazardous substances and mixtures. For all parts supplied to Tomatex, including new or modified parts and spare parts, compliance to current legal requirements must be ensured. Correct and complete Material Data Sheets (MDS), that comply with Conflict Minerals Guidelines, must be submitted in the IMDS, to prove compliance. For parts not subject to PPAP, MDS must be submitted in IMDS, upon request. Tomatex expects our Suppliers and their sub-



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tier Suppliers, as appropriate, to register and comply with all applicable reporting requirements that are applicable to their products and processes.

RESPONSIBLE SOURCING OF RAW MATERIALS

We are committed to ensure that the materials used in our parts have been sourced responsibly, that they do not originate from conflict-affected areas. Responsible sourcing of raw materials is a key to ensure that Tomatex and its Suppliers are able to meet its commitments to respect human rights. A growing number of regulations and emerging industry best practices require Tomatex to disclose the origin of various raw materials used in its products and so we rely on our Suppliers for accurate information about products supplied to Tomatex. In order to completely meet disclosure requirements related to raw materials in our products, Tomatex expects and requires its Suppliers to conduct appropriate due diligence to enable the Supplier to provide information about product origin. Where necessary, this will require Suppliers to obtain such information from their own Suppliers as well.

CONFLICT MINERALS

Under legislation which came into effect in 2012, manufacturers, including Tomatex, must disclose whether products they manufacture, or contract to manufacture, contain conflict minerals that come from sources that support or fund inhuman treatment. Currently Tin, Tantalum, Tungsten and Gold (collectively, 3TG) are stated as Conflict Minerals, other minerals may be added in the future. To ensure compliance with all these requirements, Tomatex must request information regarding the use of conflict minerals, from any appropriate Suppliers. Any Suppliers contacted by Tomatex, are required to support Tomatex by accurately providing all requested data and reports in a timely manner.

REPORTING OF OTHER RAW MATERIALS

In addition to Conflict Minerals disclosure requirements above, heightened industry and customer focus on responsible sourcing has increased demand for transparency into the origins of other raw materials used in automotive products. Currently, demands for a transparency of the origin of other raw materials, like e.g. Cobalt, Mica and Rubber are arising as well, disclosure regarding additional raw materials may be required in the future. Tomatex expects its Suppliers will conduct similar due diligence with respect to additional raw materials as it requires for 3TG.

COUNTERFEIT PRODUCT

Suppliers must ensure that there is no risk of counterfeit product being shipped to Tomatex. Counterfeit product is defined as items that are, or contain, unlawful or unauthorized reproductions, substitutions or alterations that have been knowingly mismarked, misidentified or otherwise misrepresented to be an original manufacturer's part. Suppliers must have strict procurement policies in place to ensure traceability for all items incorporated into their product.

In Otrokovice, on 11/01/2023

Ing. Petr Zábojník

CEO