

## OUR COMMITMENT TO THE RBA CODE OF CONDUCT

### 1.0 Purpose

At Metz Display Polska Sp. z o.o. (hereinafter referred to as "METZ"), we believe that sustainable business success is rooted in responsibility—to people, the planet, and the communities where we operate. Sustainability is integral to the way we manufacture, and deliver our products. We recognize that meaningful progress requires collaboration, which is why we adopt RBA code of conduct and work closely with industry peers, suppliers, and stakeholders to advance social and environmental responsibility.

As part of this commitment, we reaffirm our adherence to the Responsible Business Alliance (RBA) Code of Conduct each year, acknowledging it as a crucial framework for safeguarding human rights, promoting fair and safe working conditions, and reducing environmental impact across our value chain.

The RBA Code aligns with international standards, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001, and SA8000. By adhering to the RBA Code, we apply the precautionary principle—proactively identifying and addressing potential risks before they result in harm—ensuring that we go beyond legal compliance and drive continuous improvement.

### 2.0 Scope

Our commitment to the RBA Code is a “full value chain” commitment, applying to the following.

- Our directly operated production facility and offices.
- Direct suppliers and business partners who are engaged in the production and distribution of METZ products or engaged in services provided (onsite service providers, labor agents and contractors) and required to manage their supply chains as specified by and in compliance with the RBA Code.

### 3.0 Our Commitment in Action

Our commitment to the RBA Code shapes our business and sustainability strategy, influencing decision-making, policies, and supplier engagement. Specifically:

- **Policy Integration:** We integrate the RBA Code’s requirements into our corporate policies, procedures, and standards. RBA Code requirements are embedded into our contractual agreements with both suppliers and business partners. This ensures that expectations are clear

and actionable from the outset of any partnership.

- **Audits & Due Diligence:** METZ conducts periodic audits of its own production facility, including participation in the RBA's Validated Audit Process (VAP). We also perform comprehensive due diligence to assess compliance within our operations and supply chain. In addition to these audits, we regularly survey and monitor supplier facilities to ensure that they meet the RBA Code standards. Any areas of non-compliance identified through audits or monitoring actions are addressed promptly with corrective action plans ((CAPs) with activities occurred within RBA specified time frames in RBA VAP Standard, and progress is tracked until full compliance is achieved.
- **Supplier Engagement:** We view our suppliers also including onsite service providers and labor agents as partners in promoting responsible business practices. We actively engage with suppliers to help them understand RBA Code expectations, improve their internal practices, and ensure alignment with our standards. Regular communication channels are maintained to discuss compliance issues, resolve challenges, and support continuous improvement efforts.
- **Training & Capability Building:** METZ invests in training programs for both our employees and suppliers to build understanding and capabilities in managing compliance with the RBA Code. We provide resources and guidance to help suppliers strengthen their own supply chain management practices and foster a culture of ethical responsibility within their organizations.
- **Continuous Monitoring & Support & Improvement:** Compliance with the RBA Code is not a one-time assessment, but an ongoing effort. METZ implements a robust monitoring system that tracks own factory and supplier compliance over time, enabling early identification of potential risks and proactive resolution. We collaborate with suppliers to ensure they can effectively manage compliance within their supply chains, supporting them in addressing risks such as child labor, unsafe working conditions, and environmental degradation.
- **Transparency & Accountability:** We believe in transparency and accountability in all supplier relationships. We encourage suppliers to publicly disclose their own sustainability performance and progress. By promoting transparency, we build trust and ensure that suppliers are held accountable for maintaining high standards across their operations.

METZ requires that all direct suppliers and business partners:

- **Adhere to the RBA Code:** As a condition of doing business with METZ, all direct suppliers and business partners must agree to comply with the RBA Code of Conduct.
- **Demonstrate Compliance:** Major suppliers must proactively demonstrate compliance with the RBA Code through regular audits and assurance engagements, conducted either by trained and competent METZ Auditors who have attended training and qualifications. Qualified third-party auditors can also supplement METZ's own audit team.

- **Manage Compliance Across the Supply Chain:** Suppliers are responsible for ensuring that their operations and their own suppliers comply with the RBA Code. This includes managing and verifying compliance within their own supply chains and reporting any non-compliance issues to METZ for corrective action.

## 4.0 Review and Update

This RBA Commitment Statement is reviewed a minimum of once annually and when changes to the RBA Code or other relevant external factors arise. The annual review process is coordinated by METZ's Social Responsibility Programs Committee Organization on behalf of the policy signatories and includes engagement with relevant stakeholders across the business, where relevant. Any suggested changes or updates are approved by the policy signatory.

## 5.0 Further Information

We would be happy to provide further information regarding any aspect of this commitment. Any queries can be directed to [sustainability@metztdisplay.com](mailto:sustainability@metztdisplay.com).



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Director

Metz Display Polska sp.z o.o.

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