



HELMACAB – SUPPLIER CODE OF CONDUCT

Helmacab is committed to legal compliance and an ethical way of operating according to universally recognized standards. We want to make sure that all our suppliers operate in compliance with this Code of Conduct. The purpose of this document is to ensure that all suppliers are aware of our ethical principles and to guide them to make the ethically right decisions in their daily work.

GENERAL PRINCIPLES

Helmacab wants to work together with its suppliers and help them to achieve positive change. All suppliers shall respect the Supplier Code of Conduct and are expected to implement it into their own operations. The suppliers are responsible for ensuring that their suppliers also comply with the content of this code. Helmacab chooses suppliers based on their ability to deliver services and products and the ability to comply with the standards of this Supplier Code of Conduct.

COMPLIANCE WITH APPLICABLE LEGISLATION

Suppliers and their own suppliers must comply with the international and national laws and regulations that apply in the countries in which they operate.

HUMAN RIGHTS

Helmacab respects internationally recognized human and labour rights. Suppliers shall create a fair, respectful, and healthy working place where diversity, equality, and inclusion are supported.

CHILD LABOUR AND FORCED LABOUR

Helmacab does not tolerate any form of child labour or forced labour. Suppliers must comply with the UN Convention on the Rights of the Child, the ILO's Minimum Age Convention (no. 138) concerning Minimum Age for Admission to Employment, and the ILO's convention (no. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. Suppliers shall not hire workers below the age of 18 in positions that could jeopardize their health or safety.

Suppliers shall not use forced labour, slave labour or an illegal work force. Employees must be free to end their employment at any time in accordance with the agreed notice period.

WORK ENVIRONMENT AND WORKING CONDITIONS

Helmacab's suppliers shall ensure that all employees are provided with written employment contracts. Salary and working hours should be fair and reasonable, and at least comply with national laws or industry standards, whichever is higher. The provided salary should always be enough to meet basic needs and provide some extra income left for spending after

necessities are paid for. Overtime should be voluntary and infrequent, and employees should have at least one day off per week.

The working conditions and the working environment must be in compliance with applicable legislation and regulations. A safe, hygienic, and healthy workplace; access to clean toilets and drinking water; first-aid equipment, and adequate accident insurance must be provided for all employees by the suppliers.

NON-DISCRIMINATION

Suppliers shall treat their employees with respect and ensure equal opportunities for all employees, regardless of their gender, age, culture, social or ethnic background, sexual identity or orientation, disability, health, conviction, opinions, marital status, family responsibilities or other reason that concerns his or her person.

Suppliers shall ensure that there are no threats of violence, physical or verbal abuse, or other unlawful harassment.

HEALTH AND SAFETY

Helmacab's suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable occupation health and safety laws and regulations. Suppliers shall ensure that employees are provided with relevant safety training, personal protective equipment wherever necessary and tools and machines that are fully operational and safe. Suppliers shall ensure that all accidents and near-misses are recorded, and preventative actions are taken.

FREEDOM OF ASSOCIATION

Helmacab's suppliers shall support basic labour rights defined by the International Labour Organization. Suppliers shall respect employees' freedom of joining associations, negotiating collectively and freely choosing their representatives. The supplier shall not discriminate workers' representatives or prevent them from performing their functions at the workplace.

BUSINESS ETHICS

Helmacab strives to be a reliable and honest party, honouring long-term business relationships with high ethical standards, transparency and integrity.



CORRUPTION AND MONEY LAUNDERING

Helmacab expects the highest possible standard of integrity from all its suppliers as well as their sub-suppliers. Helmacab strictly prohibits any unethical or illegal practices, such as bribery, corruption, money laundering, embezzlement, anti-competitive actions, improper gifts, or any other forms of hospitality. Suppliers shall not offer Helmacab representatives any gifts or benefits that might influence on decision-making or the supplier relationship.

CONFLICT OF INTEREST

Helmacab expects its suppliers to avoid any situations where a conflict of interest between the supplier and Helmacab potentially exists. Suppliers shall inform Helmacab of any potential or existing conflict of interest. All decisions must be made entirely based on objective criteria.

INFORMATION SECURITY AND DATA PROTECTION

Suppliers shall respect Helmacab's intellectual property rights and protect the business and trade secrets from any misuse or theft. Helmacab's suppliers shall regularly check their infrastructure and services for security risks and vulnerabilities.

ENVIRONMENT

Helmacab strives to protect the environment, conserves resources, and mitigates the impact of its operations on ecosystems, and expects its suppliers to do the same. Suppliers shall operate in compliance with all applicable local, national, and international environmental laws and regulations. Suppliers shall have an environmental management system which complies with the ISO 14001.

SUPPLIER CODE OF CONDUCT ACKNOWLEDGEMENT

We have read and understood the content of Helmacab's Supplier Code of Conduct. We confirm that we will inform relevant shareholders of the contents of this document and ensure that we will operate in accordance with this Supplier Code of Conduct.

Company _____

Date and Place _____

Name _____

Title _____

Signature _____

WASTEWATER, SOLID WASTE AND AIR EMISSIONS

Helmacab's suppliers shall strive to minimize all waste from their operations and handle waste disposal as required by applicable laws and regulations, as well as prevent soil and groundwater pollution. Suppliers shall identify, control, monitor and minimize noise, odour and dust emissions generated by their operations. Suppliers are encouraged to use resources efficiently, for example, by minimizing the loss of raw materials. Helmacab encourages all suppliers to monitor their greenhouse gas emissions and to set targets for the reduction of greenhouse gases in their own operations as well as in their value chain.

CONFLICT MINERALS

Helmacab does not directly source minerals from mines or smelters, and also the direct suppliers are multiple steps away from the extractive operations. However, in accordance with the requirements of the Dodd-Frank Act and EU regulation EU2017/821, suppliers shall guarantee that the tantalum, tin, tungsten and gold (also known as '3TG minerals') contained in their manufactured components and/or products are not connected to any conflict region. Suppliers shall not intentionally deliver materials, components and/or products containing 3TG originating from mines or smelters in any conflict region.

HAZARDOUS SUBSTANCES

Helmacab's suppliers must comply with all national laws and regulations prohibiting or restricting specific substances. The supplier shall confirm compliance with applicable material restrictions (e.g., REACH, RoHS) and provide declarations of compliance if required. Suppliers shall maintain Material Safety Data Sheets (MSDS) and provide them to Helmacab if required.