

## SUSTAINABLE PURCHASING POLICY

- IBER-OLEFF's management considers the management of PURCHASING in a SUSTAINABLE manner as a key factor for the success of the Company's strategy within the framework of sustainable development.
- The SUSTAINABLE PURCHASING policy at IBER-OLEFF is a fundamental and integral part of the Company's overall social and environmental responsibility policy, ensuring that all business activities take into account social and environmental responsibility towards its employees, suppliers, customers, and society.
- It applies both to IBER-OLEFF and to its suppliers and subcontractors, from whom we expect to observe the principles and rights established in the guidelines of the "UN Global Compact" (Davos, 01/99) and in the "Declaration adopted by the International Labour Organization (ILO) on Fundamental Principles and Rights at Work" (Geneva, 06/98).
- To assign responsibilities and their respective scope of action, three main areas of intervention were identified and defined:

### ➤ Guiding Principles for Sustainability in the Supply Chain

The automotive industry supply chain has a high degree of complexity; therefore, we believe in the benefits of a common approach and message throughout the entire chain.

IBER-OLEFF's minimum expectations for business ethics, working conditions, human rights and environmental leadership for its suppliers and sub-suppliers are clearly described in the principles defined in the "Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain," which were developed under the auspices of three leading global associations: the Automotive Industry Action Group ('AIAG'), the European Business Network for Corporate Social Responsibility ('CSR Europe'), and the European Automotive Working Group on Supply Chain Sustainability.

These principles were adopted on March 26, 2014 by the world's largest manufacturers in the automotive industry: BMW Group, Daimler, Ford, GM, Honda, Jaguar, Land Rover, PSA Peugeot Citroen, Scania, Toyota, VW Group and Volvo.

➤ **Iber-Oleff's Requirements for Sustainability in the Supply Chain**

Specific requirements for suppliers and sub-suppliers regarding business ethics, environmental standards, working conditions and human rights, health and safety, and information security are defined in the "Iber-Oleff General Purchase Terms and Conditions" in articles 2.2. Product Composition, 4.3. Environment and 12. Corporate Responsibility.

A copy of these "General Purchase Terms and Conditions" and the "Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain" are available on the Iber-Oleff website, [www.iber-oleff.pt](http://www.iber-oleff.pt).

Some of the most important points of these principles are respect for the environment, the personal and professional dignity of each individual, human rights, the prohibition of child labor and forced labor, corruption, harassment and discrimination, freedom of association and compliance with current regulations on workplace safety standards.

➤ **Implementation**

The sustainable procurement policy is included in the "General Purchase Terms and Conditions" and thus constitutes an integral part of the contract for the acquisition of materials, equipment's and services with our suppliers.

We expect our suppliers to uphold these guiding principles and transfer them to their own organization and respective supply chain.

It should be the objective of suppliers to make contractual agreements to ensure that all their subcontractors comply with the principles, standards, rules and best practices established in this document.

- We are committed to maintaining the Sustainable Procurement Policy as a fundamental pillar in the management of Iber-Oleff's activities and to acting in accordance with current legislation. Any suspected violation of this policy should be immediately reported to Management.

- The Administration establishes as its main objectives the pursuit of this Policy and, aware of the challenge it represents, commits to promoting and monitoring compliance with the stated principles by all company employees.

Pombal, February 3<sup>rd</sup> 2023

Administration  
  
(Signature)