

CODE OF CONDUCT

WISS SAMOCHODY SPECJALNE SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ

§1. Purpose and significance

The WISS Code of Conduct defines values and ethical principles that are the foundation of WISS' business activity. Its aim is to ensure honesty, transparency and accountability in all areas of the company's business activity. This document sets the direction for employees, business partners and suppliers, indicating that WISS' activities are to be pursued in accordance with legal standards, social responsibility and environmental sustainability.

§2. Scope of Application

The provisions of the Code apply to all employees, members of the Management Board, associates, suppliers and subcontractors of WISS company. Every person associated with the company, regardless of the form of cooperation, is obliged to act in accordance with the principles described in this document.

§3. Ethical principles and social responsibility

WISS conducts its business based on honesty, transparency and respect for others. The company does not tolerate any form of discrimination, and its organizational culture is based on equality, diversity and mutual respect. Confidential information and business data are subject to strict protection and their use is permitted for business purposes only. Every employee is obliged to avoid conflicts of interest and report any situations that may cause them. WISS acknowledges its responsibility towards society and the environment and is committed to conducting its business in a way that serves the common good.

§4. Standards for suppliers and business partners

The company expects its suppliers and business partners to comply with the principles of responsible business. The use of child labour, forced labour, or the violation of fundamental human rights

is unacceptable. Suppliers must ensure safe working conditions, fair remuneration and apply a zero-tolerance policy towards corruption and abuse. Business partners are also expected to take pro-environmental actions, including minimizing waste, reducing emissions, and saving energy.

§5. Anti-corruption and abuse prevention

WISS applies a zero-tolerance policy towards corruption. It is forbidden to accept or offer any material or personal benefits that could influence the impartiality of business decisions. Meetings and arrangements with partners must be conducted transparently and properly documented, and all gifts or invitations must be reported in accordance with established procedures. Every employee is obliged to inform about any attempts of corruption; failure to do so will be considered a violation of this Code. The company organizes regular anti-corruption trainings, in particular for individuals exposed to higher risk.

§6. Working environment and workers' rights

The company ensures environment free from mobbing, harassment and discrimination. Every WISS employee has the right to report incidents via confidential and secure channels. Reports are taken seriously and are reviewed by independent internal bodies; whistleblowers are protected from any form of retaliation. Violations of these principles will result in disciplinary action, and in serious cases, termination of employment or referral to the appropriate authorities.

§7. Environmental protection and development sustainability

WISS conducts its business activity consciously pursuing sustainable development. The company complies with all applicable laws, as well as ISO 14001 and ESRS standards. WISS reduces greenhouse gas emissions, carries out waste sorting and recycling, and applies the European Union's waste management hierarchy. Production is conducted with respect for natural resources, including water and energy. Vehicles manufactured by WISS, especially fire trucks, not only save human life and health, but also contribute directly to the protection of biodiversity by extinguishing forest fires.

§8. Data and information protection

WISS protects personal data and confidential information in accordance with legal requirements, particularly the GDPR. The company implements technical and organizational security measures to prevent loss, destruction, or unauthorized disclosure. Only authorized persons have access to the data, and each employee is obliged to report any incident of information security breach.

§9. Whistleblowing mechanisms

WISS provides secure and confidential mechanisms for reporting violations of the law, ethical principles and the provisions of this code. Each report is reviewed and analyzed by those responsible for ethics and compliance. Whistleblowers are fully protected, and any form of retaliation against them is strictly prohibited.

§10. Responsibilities and supervision

All WISS employees must comply with this Code. Managers are required to support their teams and supervise the implementation of its principles. Ethical, Environmental and GDPR specialists monitor compliance, report irregularities and initiate corrective actions. Final responsibility for approving, updating and supervising the application of this Code lies with WISS Management Board.

§11. Final provisions

The Code of Conduct comes into force on the date of signing it by the Management Board and is subject to regular review, at least once every three years, or in the case of significant legal or organizational changes. This document is available to all employees and business partners, and each employee confirms that they have read and understood its content.

Chairman of the Board

Vice-Chairman of the Board

This policy came into force as of 28.11.2025