

**TESLA****STROPKOV, akciová spoločnosť, Hviezdoslavova 37/46, 091 12 Stropkov**

Sustainable Procurement Policy

1. Purpose

The purpose of this policy is to ensure that Tesla Stropkov, a.s. conducts procurement in a manner that promotes environmental responsibility, social equity, and long-term economic resilience. By integrating sustainability principles into our purchasing practices, we aim to minimize negative impacts, create shared value with our stakeholders, and support the transition toward a low-carbon and circular economy.

2. Scope

This policy applies to:

- All employees involved in procurement, supply chain management, and contracting.
 - All suppliers, subcontractors, and service providers engaged by Tesla Stropkov, a.s.
 - All categories of goods, materials, services, and works procured.
-

3. Guiding Principles

Tesla Stropkov, a.s. commits to embedding sustainability into procurement by applying the following principles:

3.1 Environmental Responsibility

- Prioritize suppliers that demonstrate efficient use of resources (energy, water, raw materials).
- Promote the procurement of products with low carbon footprints and reduced environmental impacts across their life cycle.
- Encourage the use of recyclable, reusable, or biodegradable materials.
- Support suppliers implementing circular economy practices, including waste reduction, reuse, and product take-back schemes.

3.2 Social Responsibility

- Work only with suppliers who respect human rights, labor rights, and workplace safety in line with ILO standards.
- Prohibit forced labor, child labor, and discrimination within the supply chain.
- Encourage fair wages, diversity, inclusion, and safe working conditions.
- Support local suppliers and SMEs wherever feasible to strengthen regional economic development.

3.3 Ethical Conduct & Governance

- Require transparency, integrity, and accountability in supplier relationships.
- Avoid suppliers engaged in corruption, fraud, or unethical practices.
- Apply fair and competitive procurement processes.
- Ensure compliance with all applicable Slovak, EU, and international laws and regulations.

3.4 Innovation and Collaboration

- Encourage suppliers to provide innovative, sustainable solutions that improve performance and reduce lifecycle costs.
- Collaborate with suppliers to continuously improve sustainability performance.

4. Supplier Requirements

All suppliers and contractors of Tesla Stropkov, a.s. are expected to:

1. Comply with environmental, labor, health & safety, and business ethics standards.
2. Demonstrate continual improvement in environmental and social performance.
3. Provide accurate and transparent information about sourcing, production processes, and certifications.
4. Allow Tesla Stropkov, a.s. to conduct audits or assessments of sustainability practices when necessary.

5. Implementation

- **Supplier Code of Conduct:** Tesla Stropkov, a.s. will issue and communicate a Supplier Code of Conduct aligned with this policy.
 - **Evaluation & Selection:** Procurement decisions will consider sustainability performance alongside cost, quality, and delivery.
 - **Capacity Building:** The company will engage with suppliers to raise awareness, share knowledge, and support capability development in sustainable practices.
 - **Monitoring & Reporting:** Tesla Stropkov, a.s. will monitor supplier compliance and annually report on progress in sustainable procurement.
-

6. Responsibilities

- **Procurement Department:** Ensure integration of sustainability criteria into procurement processes and supplier evaluations.
 - **Sustainability Department / ESG Team:** Provide expertise, training, and oversight on implementation.
 - **Executive Management:** Approve the policy and ensure alignment with corporate strategy.
 - **Suppliers:** Comply with this policy and actively collaborate on improvements.
-

7. Review

This policy will be reviewed every **two years** or more frequently if required by changes in legislation, industry standards, or corporate sustainability objectives.

8. Approval

Approved by:

Board of Directors, Tesla Stropkov, a.s.

Date: [21.05.2025]